



# Inclusiveness and gender aspects in digitalization related Research, Development and Innovation

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## Definition:



**Unconscious biases** are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing.



# Breaking the gender bias

Did you know...

...that according to UN statistics, women are typically given smaller research grants than men

...that only 12% of members of national science academies are female

...and in areas such as artificial intelligence, just 22% of professionals are female?



Norges miljø- og  
biovitenskapelige  
universitet

# GENDER EQUALITY, DIVERSITY & INCLUSION

at NMBU

## PROJECT MANAGER 2022

Temporary position (100%), HR.  
Manager of the project: Gender Equality  
and Diversity at NMBU 2022.

## HUMAN RESOURCE DEPARTMENT HR

Fagavdeling.  
Director of Human  
Resources.

## ADVISOR

Professional resource (10%), HR.

## ADM. COORDINATOR

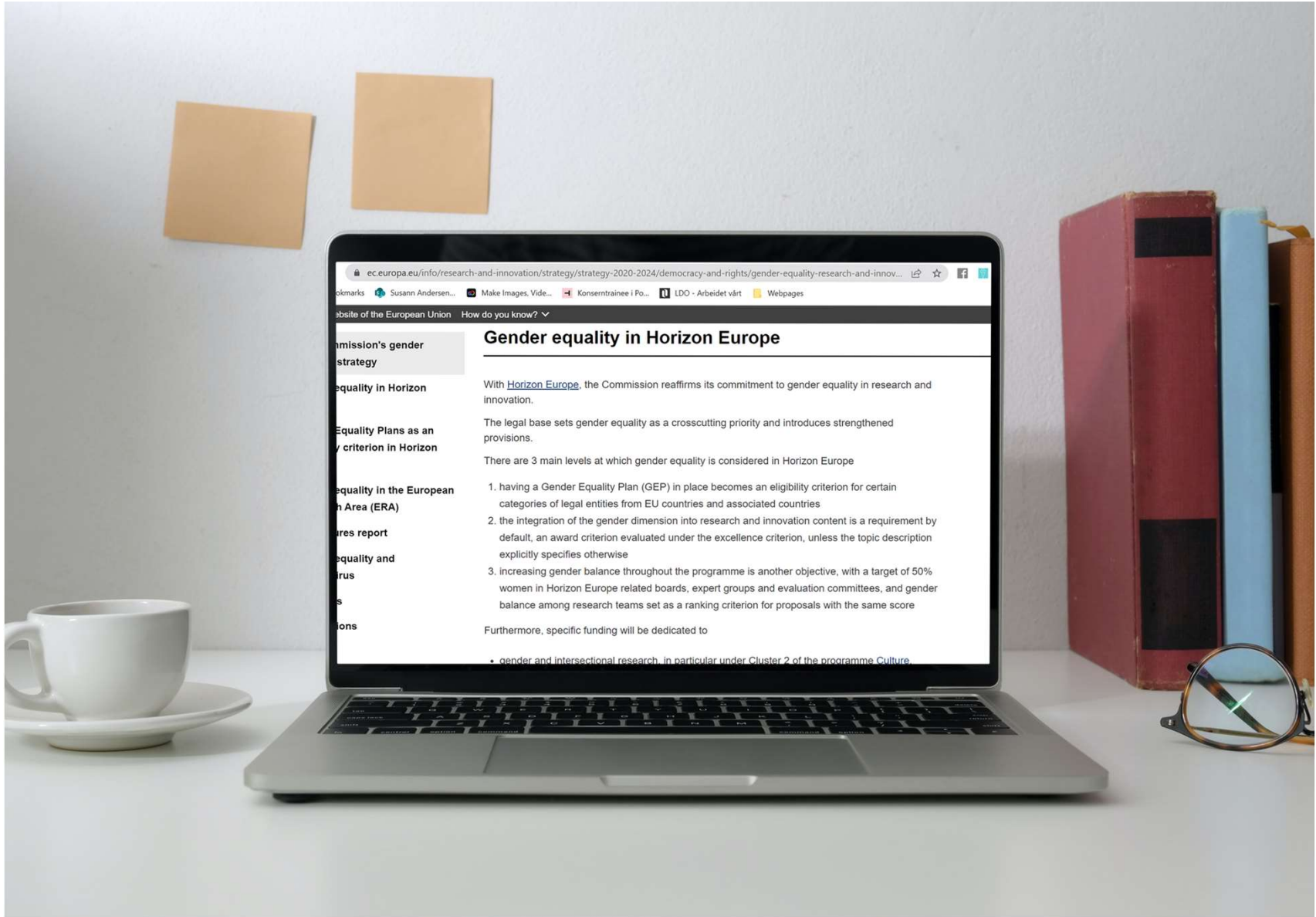
Resource/administrative coordinator, HR.  
Secretary of the DEI Committee.

## DEI COMMITTEE

Rector (leader)  
Dean from each of the  
faculties  
HR Director  
1 permanent employee  
1 ph.d. fellow  
2 students

## FACULTY CONTACTS

Resource (5-10%) from each of the  
faculties. Contribute to the project with  
faculty specific knowledge.



ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innov...

marks Susann Andersen... Make Images, Vide... Konstraineer i Po... LDO - Arbetet vart Webpages

bsite of the European Union How do you know? ▾

mission's gender strategy

Gender equality in Horizon Europe

Gender Equality Plans as an excellence criterion in Horizon Europe

Gender equality in the European Research Area (ERA)

Gender Equality Plans report

Gender equality and research

Gender Equality Plans

Gender Equality Plans

## Gender equality in Horizon Europe

With [Horizon Europe](#), the Commission reaffirms its commitment to gender equality in research and innovation.

The legal base sets gender equality as a crosscutting priority and introduces strengthened provisions.

There are 3 main levels at which gender equality is considered in Horizon Europe

1. having a Gender Equality Plan (GEP) in place becomes an eligibility criterion for certain categories of legal entities from EU countries and associated countries
2. the integration of the gender dimension into research and innovation content is a requirement by default, an award criterion evaluated under the excellence criterion, unless the topic description explicitly specifies otherwise
3. increasing gender balance throughout the programme is another objective, with a target of 50% women in Horizon Europe related boards, expert groups and evaluation committees, and gender balance among research teams set as a ranking criterion for proposals with the same score

Furthermore, specific funding will be dedicated to

- gender and intersectional research, in particular under Cluster 2 of the programme Culture

## Administrative forms

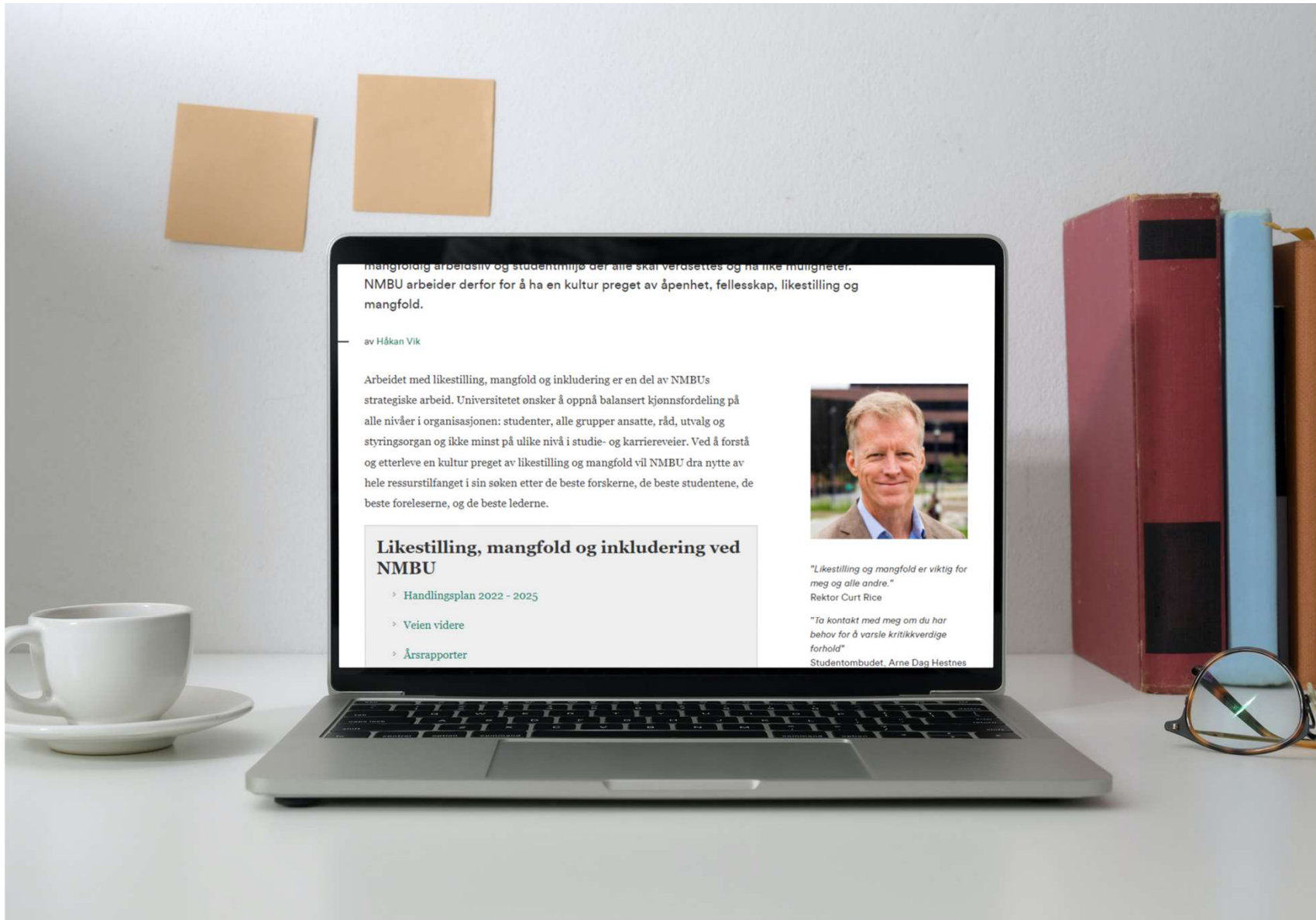
### Gender Equality Plan

Does the organization have a Gender Equality Plan (GEP) covering the elements listed below?

Yes  No

#### Minimum process-related requirements (building blocks) for a GEP

- **Publication:** formal document published on the institution's website and signed by the top management
- **Dedicated resources:** commitment of human resources and gender expertise to implement it.
- **Data collection and monitoring:** sex/gender disaggregated data on personnel (and students for establishments concerned) and annual reporting based on indicators.
- **Training:** Awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers.
- **Content-wise, recommended areas** to be **covered** and addressed via concrete measures and targets are:
  - o work-life balance and organisational culture;
  - o gender balance in leadership and decision-making;
  - o gender equality in recruitment and career progression;
  - o integration of the gender dimension into research and teaching content;
  - o measures against gender-based violence including sexual harassment.



mangfoldig arbeidsliv og studentmiljø der alle skal verdsettes og ha like muligheter. NMBU arbeider derfor for å ha en kultur preget av åpenhet, fellesskap, likestilling og mangfold.

av Håkan Vik

Arbeidet med likestilling, mangfold og inkludering er en del av NMBUs strategiske arbeid. Universitetet ønsker å oppnå balansert kjønnsfordeling på alle nivåer i organisasjonen: studenter, alle grupper ansatte, råd, utvalg og styringsorgan og ikke minst på ulike nivå i studie- og karriereveier. Ved å forstå og etterleve en kultur preget av likestilling og mangfold vil NMBU dra nytte av hele ressurstilfanget i sin søken etter de beste forskerne, de beste studentene, de beste foreleserne, og de beste lederne.



### Likestilling, mangfold og inkludering ved NMBU

- › [Handlingsplan 2022 - 2025](#)
- › [Veien videre](#)
- › [Årsrapporter](#)

"Likestilling og mangfold er viktig for meg og alle andre."  
Rektor Curt Rice

"Ta kontakt med meg om du har behov for å varsle kritikkverdige forhold"  
Studentombudet, Arne Dag Hestnes

- Lenke til følgende PDFer:

- [Handlingsplan 2022-2025](#)
- [Plan of Action 2022 - 2025](#)
- [GEP requirements covered by NMBU](#)

### Handlingsplan 2022 - 2025

NMBU skal etterleve kravene fra norske myndigheter og EU når det gjelder likestilling, mangfold og inkludering. I tillegg ønsker NMBU å bidra til å oppnå FN sine bærekraftsmål om blant annet likestilling mellom kjønnene og mindre ulikhet. For å innfri dette har NMBU utarbeidet en Handlingsplan for 2022-2025 som er vedtatt og signert av rektor.

Handlingsplanen definerer mål og handlinger, viser til ansvar og lister opp nødvendige ressurser for å forbedre likestillingen ved NMBU.

- Lenke til følgende PDFer:

- [Handlingsplan 2022-2025](#)
- [Plan of Action 2022 - 2025](#)
- [GEP requirements covered by NMBU](#)

Dedikerte ressurser

#### Komitee for likestilling og mangfold:

Prorektor for forskning (leder)

Dekan fra hvert av fakultetene

Personal- og organisasjonsdirektor

1 fast ansatte, oppnevnt etter forslag fra tjenestemannsorganisasjonene

1 ph.d. stipendiat, oppnevnt av SoDoc

2 studenter oppnevnt av studentdemokratiet

#### Andre:

Likestillings og mangfoldskoordinator

Prosjektleder

Likestillings og mangfoldsrådgiver

Likestillings og mangfoldskontakter fra hvert av fakultetene

Opp

- [Plan of Action 2022 - 2025](#)
- [GEP requirements covered by NMBU](#)
- [Faktaark Kjønnulianse og ubevist preferanse ved rekruttering](#)
- [Factsheet Gender balance unconscious preferences recruitment](#)
- [Handlingsplan 2022-2025](#)
- [Actionplan 2022-2025](#)

Likestillings- og mangfoldskontakt  
For spørsmål, kontakt  
med [Lise Calle](#)



### Minimum process-related requirements and recommended areas to be covered in the Gender Equality Plan as described in Horizon Europe (and by RCN)

A brief description to how NMBU is working with the minimum process-related requirements and the recommended areas to be covered and addressed in the Gender Equality Plan ("Gender Equality, Diversity and Inclusion – Plan of Action for NMBU 2022-2025").

#### Process-related building blocks

- **Publication** – The "Gender Equality, Diversity and Inclusion – Plan of Action for NMBU 2022 – 2025" is available on NMBU's website, signed by the top management. Since 2015, NMBU has issued a yearly public report on equality measures. Our yearly report includes the actual status of gender equality at the institution, the work we have done meeting the requirements of the activity duty and includes reporting of gender pay gap, and gender distribution at different position levels. NMBU will investigate involuntary part-time.
- **Dedicated resources** –
  - Project leader "Gender Equality, Diversity and Inclusion": NMBU has a 100% position with expertise in gender equality, that functions as a resource for implementing the "Gender Equality, Diversity and Inclusion – Plan of Action for NMBU 2022 – 2025".
  - Diversity, Equity and Inclusion Committee (DEI): The committee is chaired by the Pro-Rector Research and is represented by all faculty Deans, Director of HR, an Employee Representative, as well as two students and one PhD candidate.
  - Gender Equality Coordinator: The officer acts as a secretary for the "Diversity, Equity and Inclusion Committee (DEI)".
  - Gender Equality and Diversity advisor: Gender equality and diversity specialist.
  - Gender Equality and Diversity Contacts: All faculties have appointed a Gender Equality and Diversity Contact – to contribute with faculty-specific knowledge regarding the work and implementation of actions on Gender Equality, Diversity and Inclusion.
- **Data collection & monitoring** - As a fulfillment of "The Norwegian Equality and Anti-discrimination Act", NMBU annually reports to the University Board on status of the action plan (GEP), containing numbers, statistics and the status quo on the implemented measures on equality, diversity and inclusion. NMBU uses this report as a basis for the report that is sent to the Ministry of Education and Research and other government bodies.
- **Training** – NMBU arranges trainings on different topics regarding gender equality, inclusion, and diversity, for example courses on intercultural interaction. Both managers and employees are to follow specific courses on sexual harassment in academia – with a focus on relations with power asymmetries. NMBU are currently working on identifying needs to develop trainings/e-learning modules to give additional training opportunities for its employees. NMBU has specific requirements in the recruitment process of managerial positions, where the candidate's competence on gender equality and diversity is a factor of consideration.

## Gender Equality Plan

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  - o measures against gender-based violence including sexual harassment.

#### Recommended areas covered and addressed

- **Work-life balance and organizational culture** – NMBU is working towards recognizing and develop guidelines for accommodating flexible and distance work both for academic and administrative staff, to make it easier to combine family life and career.
- **A gender balance in leadership and decision-making** – NMBU is taking active, targeted and systematic actions to ensure gender equality in all categories of employment at the institution. While also identifying and implement measures to improve gender balance in leadership and decision-making bodies.
- **Gender equality in recruitment and career progression** – NMBU is taking active measures to promote equality and prevent discrimination in the areas of recruitment, pay and working conditions, promotion, development opportunities, and accommodation (Equality and Antidiscrimination Act, Section 26). Our annual report reflects this work and the progress we have. The Ministry of Education and Research has also issued a Strategy on research careers that addresses gender equality and diversity in recruitment and research careers, and NMBU will work towards adhering to this strategy.
- **Integration of the gender dimension into research and teaching content** – NMBU will organize webinars/courses for awareness raising related to the relevance of gender and diversity perspectives in curricula and research. NMBU works to ensure gender mainstreaming in both development of research proposals and in research projects by fostering equality in scientific careers, securing gender balance in decision-making processes and bodies and by integrating the gender dimension in research content. Both the EU and national research funding bodies has clear requirements related to gender balance and equality and NMBU will strives to meet these requirements in every proposal and project.
- **Measures against gender-based violence, including sexual harassment** – NMBU has a zero-tolerance to bullying and harassment, including sexual harassment. New employees and students are informed of this expectancy in the onboarding program and are being made familiar with our sikresiden.no (safe side) website with procedures to report incidents at NMBU. Information on rights and obligations are stated clearly on these web pages. This is in accordance with Equality and Antidiscrimination Act, Section 26.



# SUSTAINABLE DEVELOPMENT GOALS

**1** NO POVERTY

**2** ZERO HUNGER

**3** GOOD HEALTH AND WELL BEING

**4** QUALITY EDUCATION

**5** GENDER EQUALITY

**6** CLEAN WATER AND SANITATION

**7** AFFORDABLE AND CLEAN ENERGY

**8** DECENT WORK AND ECONOMIC GROWTH

**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE

**10** REDUCED INEQUALITIES

**11** SUSTAINABLE CITIES AND COMMUNITIES

**12** RESPONSIBLE CONSUMPTION AND PRODUCTION

**13** CLIMATE ACTION

**14** LIFE BELOW WATER

**15** LIFE ON LAND

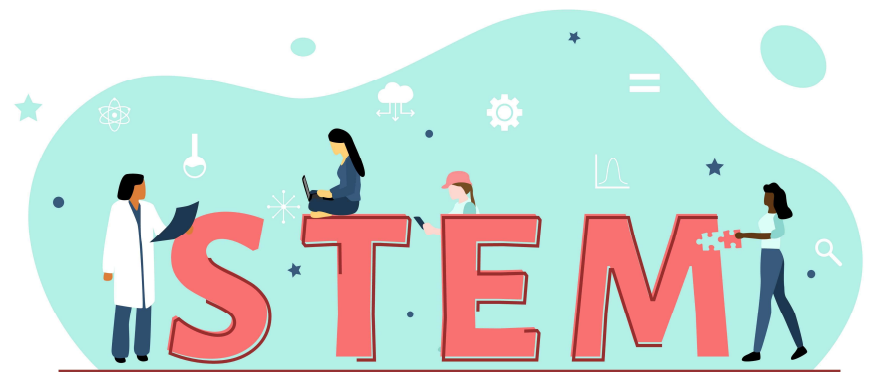
**16** PEACE, JUSTICE AND STRONG INSTITUTIONS

**17** PARTNERSHIPS FOR THE GOALS



# Gender diversity in science – why it matters

- Scientific research is more accurate when gender is considered
- Diversity brings different perspectives to research and scientific conversation
- We need more STEM professionals



# Scientific research is more accurate when gender is considered



Men significantly outnumber women in engineering research around the world

## Gender in the Global Research Landscape

FOCUS ON ENGINEERING



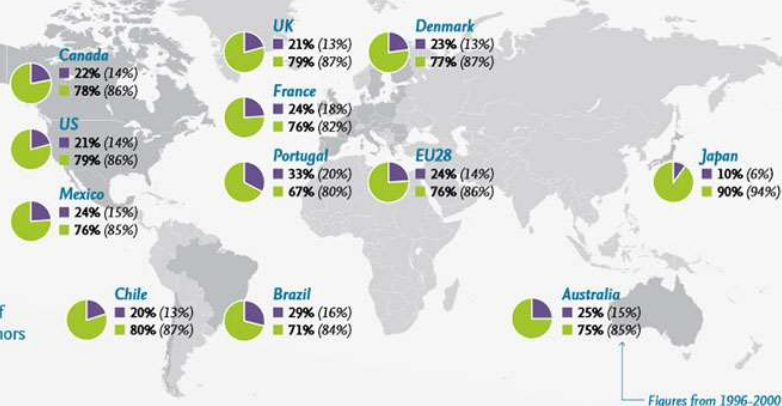
■ Women ■ Men

### Proportions

Proportion of women among researchers in Engineering 2011-15



In the US, the proportion of women among named authors in Engineering, increased from 14% (1996-2000) to 21% (2011-2015).



Figures from 1996-2000

(Source: Infographic based on Elsevier's report *Gender in the Global Research Landscape*)



# Reshaping the future of a bias-free AI world

