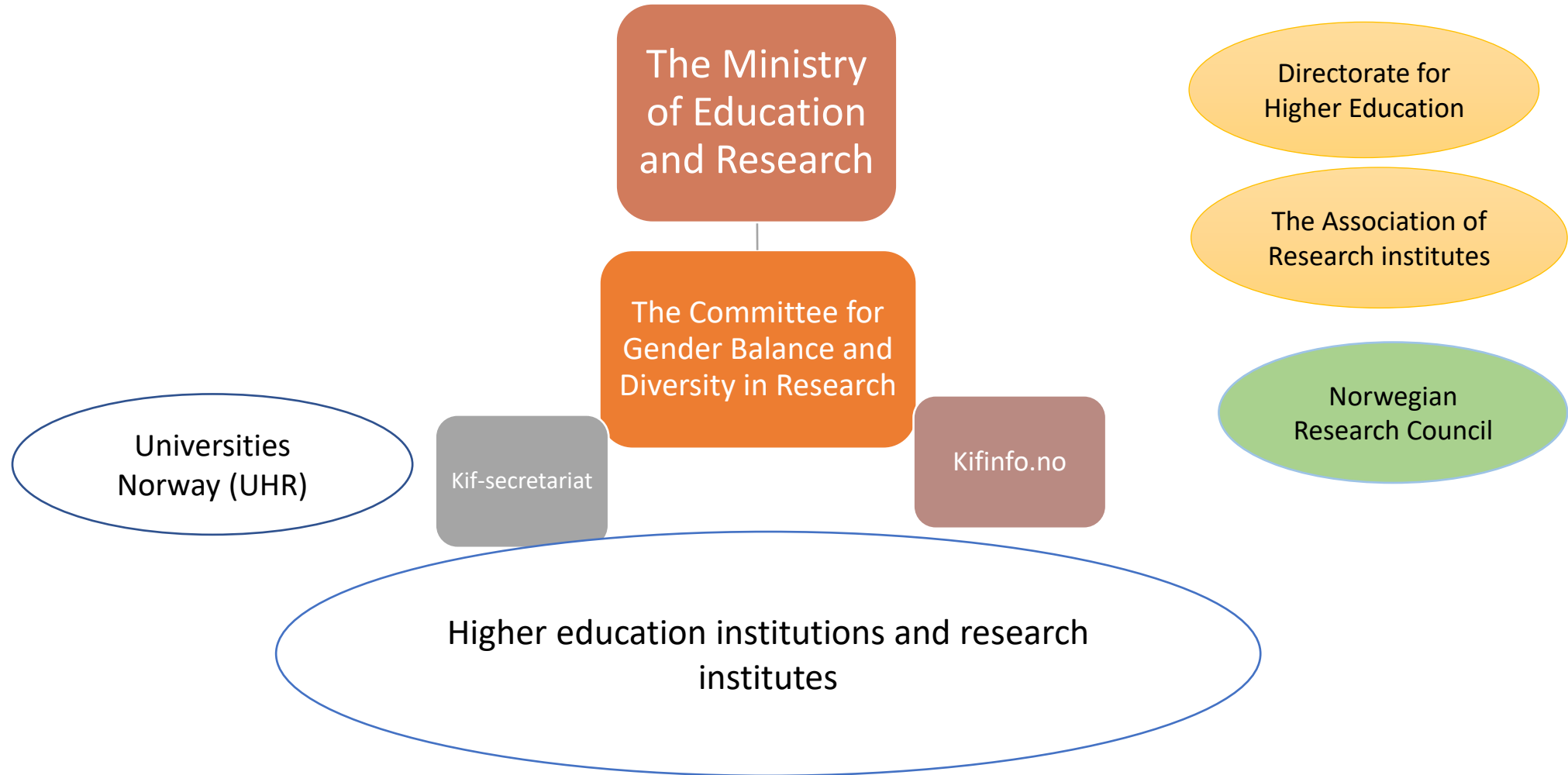


Capturing intersectional and multiple discrimination in data collection

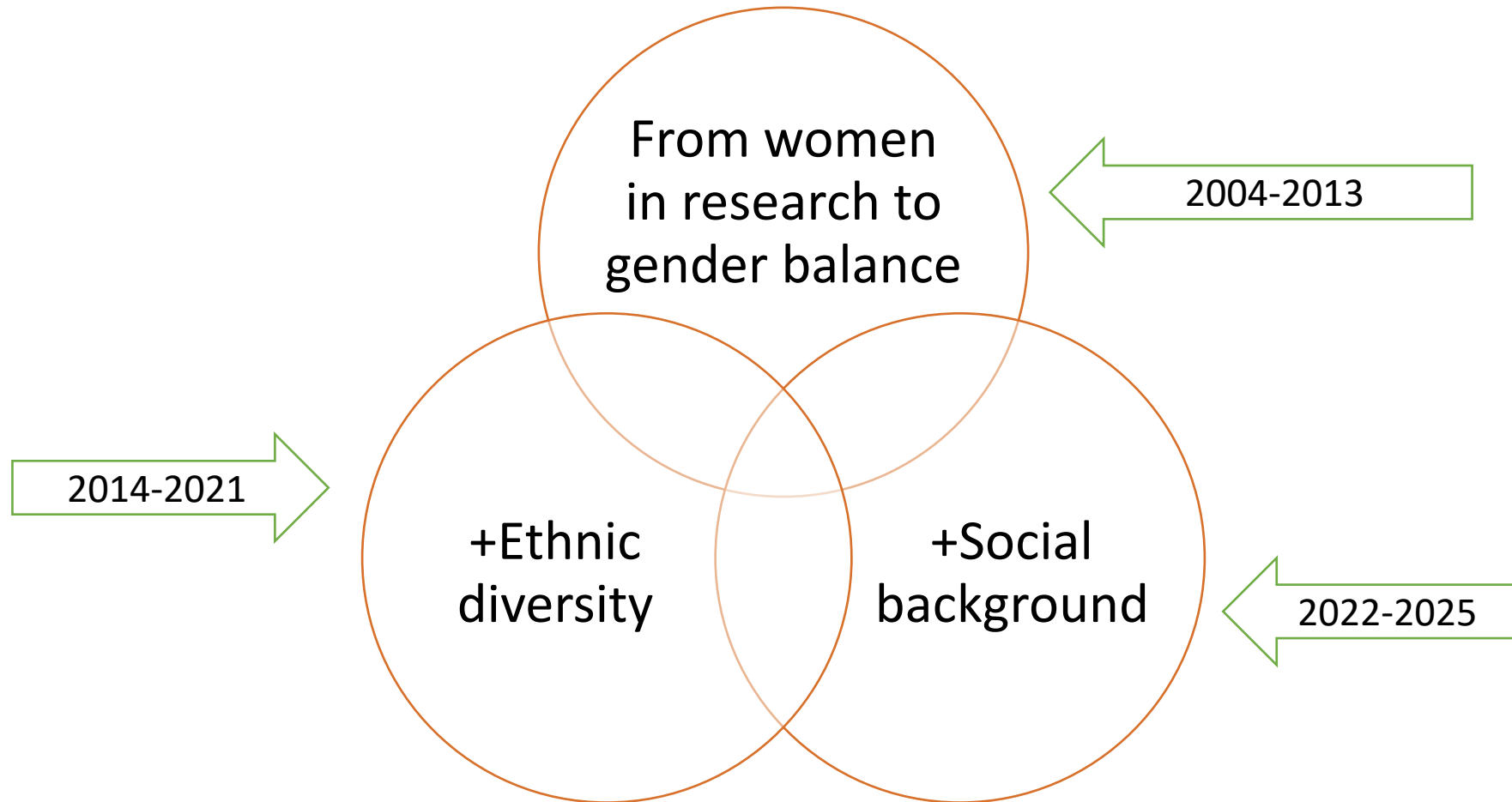
Lessons learned from the work of The Committee for Gender
Balance and Diversity in Research

+ An update on the Benchmark report on Intersectionality and Inclusion
in the Horizon Europe project – GENDERACTION+

What is the Committee for Gender Balance and Diversity in Research



Sixth Committee 2022-25



Research and statistics – Kifs work

Small scale

Qualitative studies

Kif commissions qualitative research on gender, ethnicity, social background in our analysis

Medium scale

Quantitative surveys

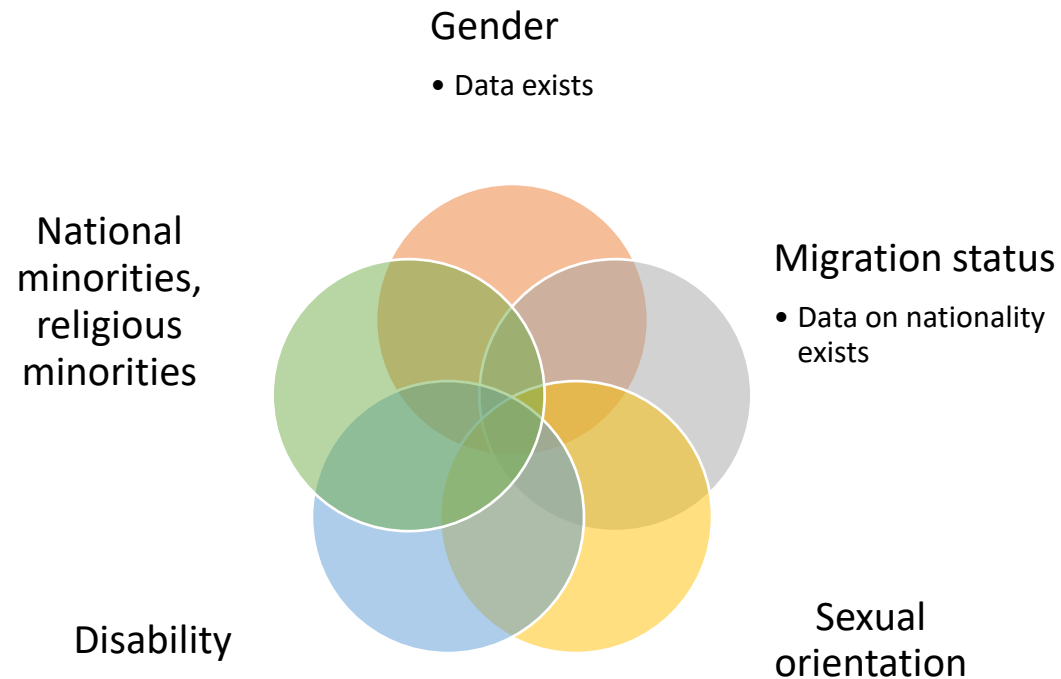
Kif has added questions on discrimination and harassment to student and staff surveys.

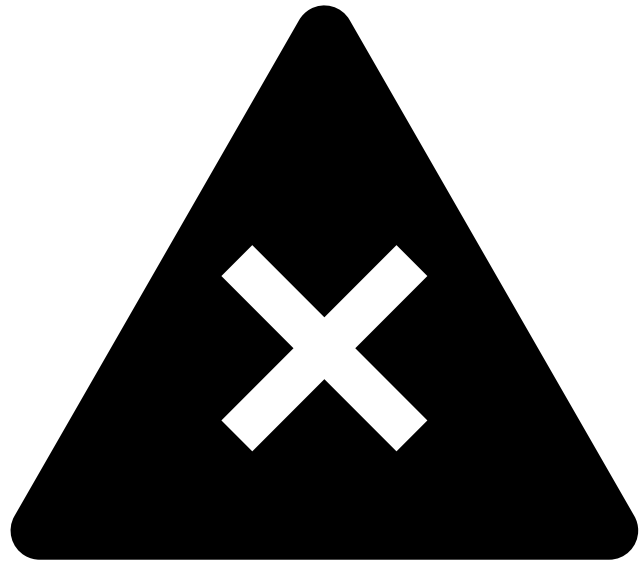
Large scale

Merging register based data

Kif has cooperated with other institutions to improve statistics

Intersectionality in data collection





Resistance

- Measuring ethnicity is illegal
- Statistics simplify and create artificial divisions
- We dont need the numbers.
- Science is colour blind, individual identity is irrelevant



Steps in our work with data collection

2015- 2016 Commissioned a research study on ethnic diversity

Working group Action for diversity

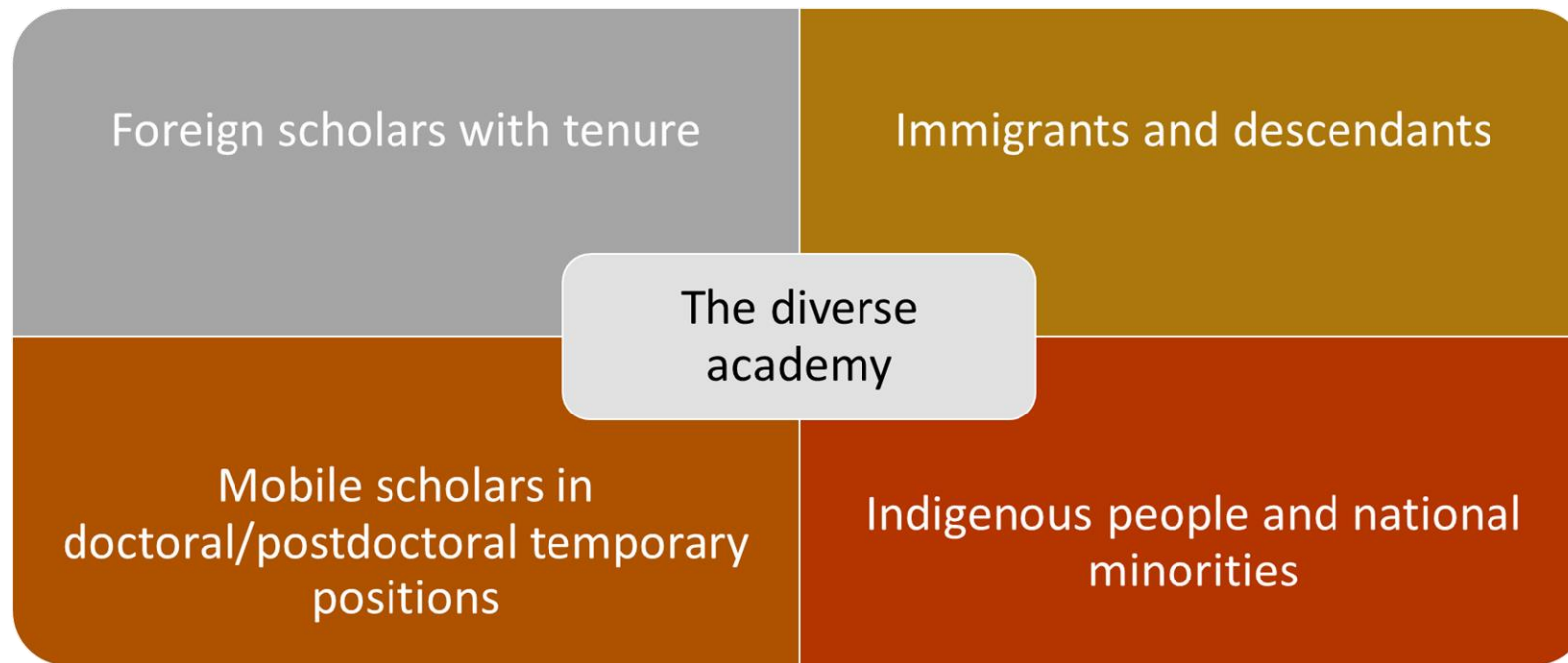
2016-17 Commissioned statistics on immigrant researchers

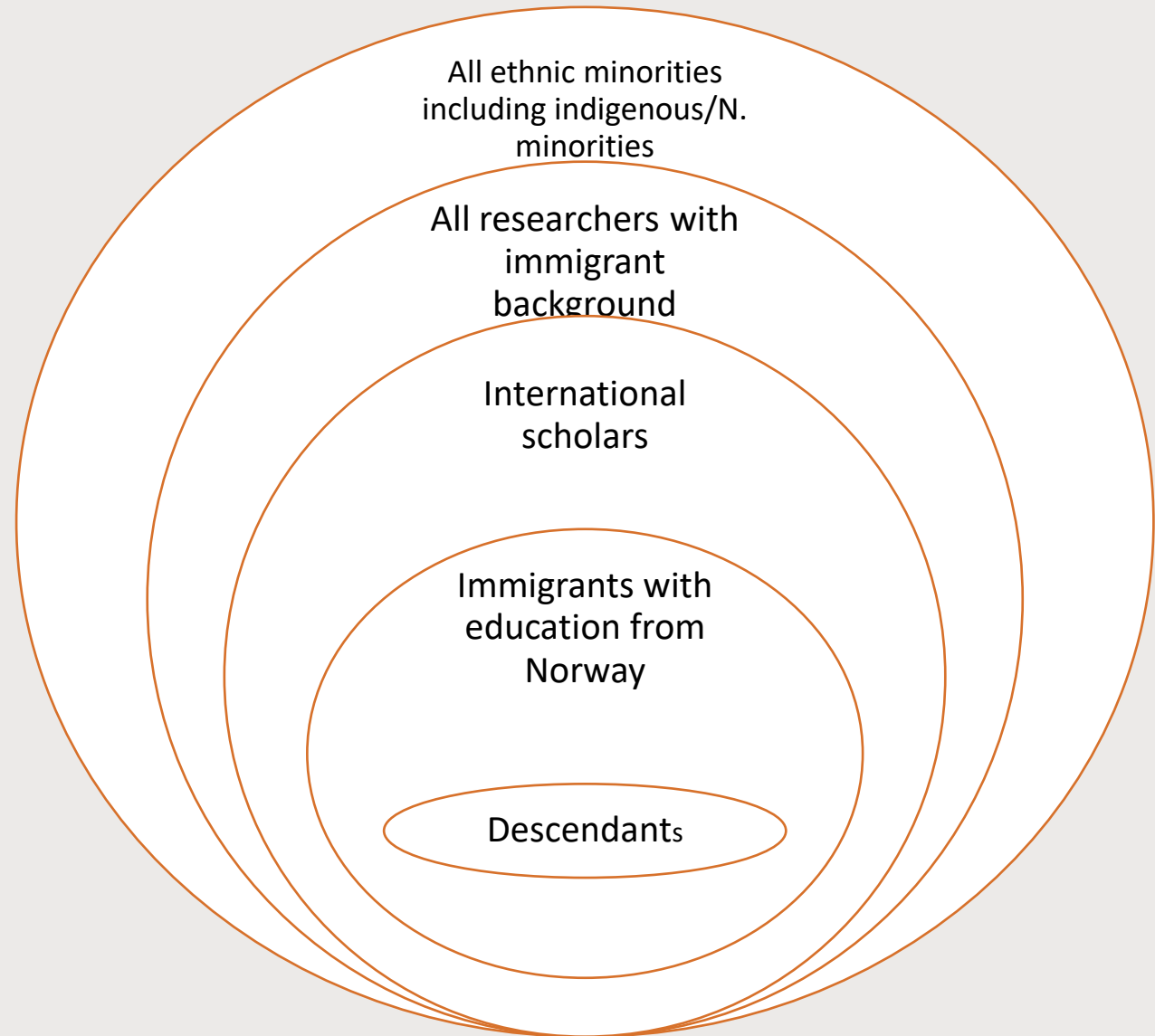
2018- now

Regular updates (students, institutions, disciplines)

2023-24 Expanding to social background

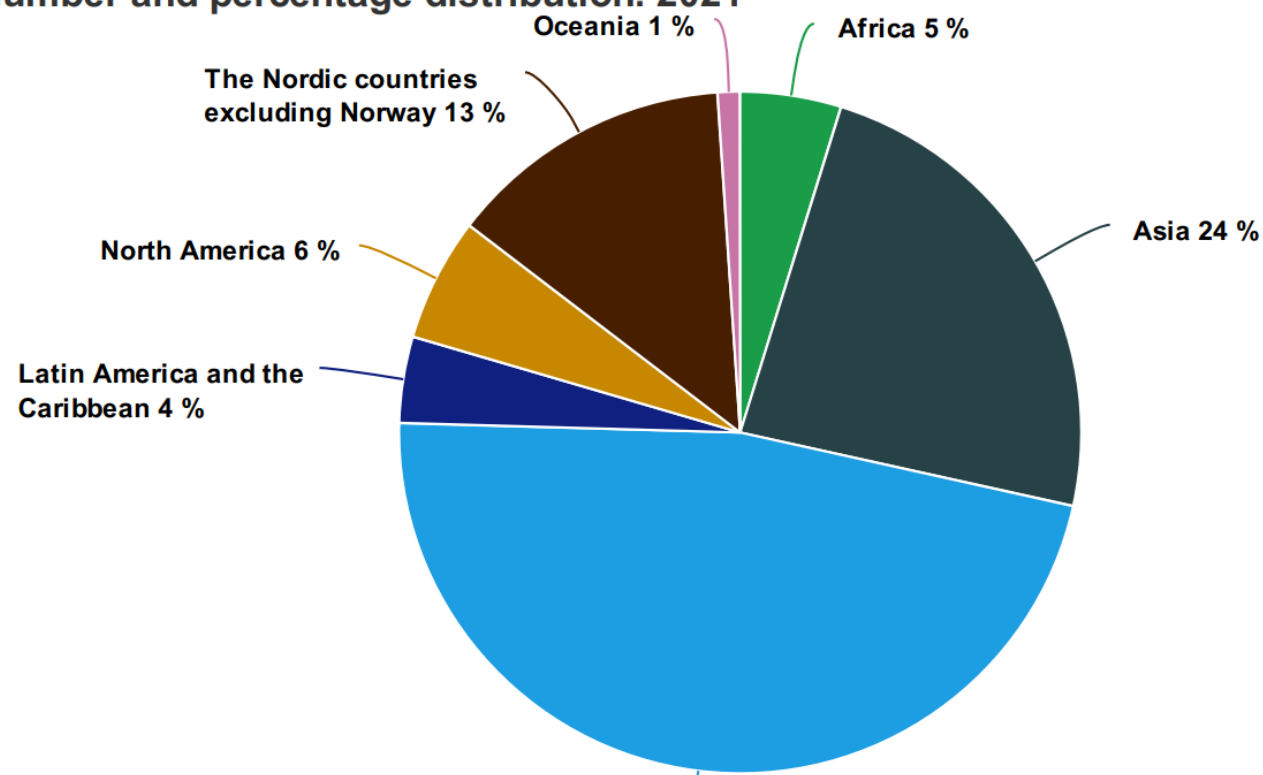
Which ethnic minorities in higher education and research?





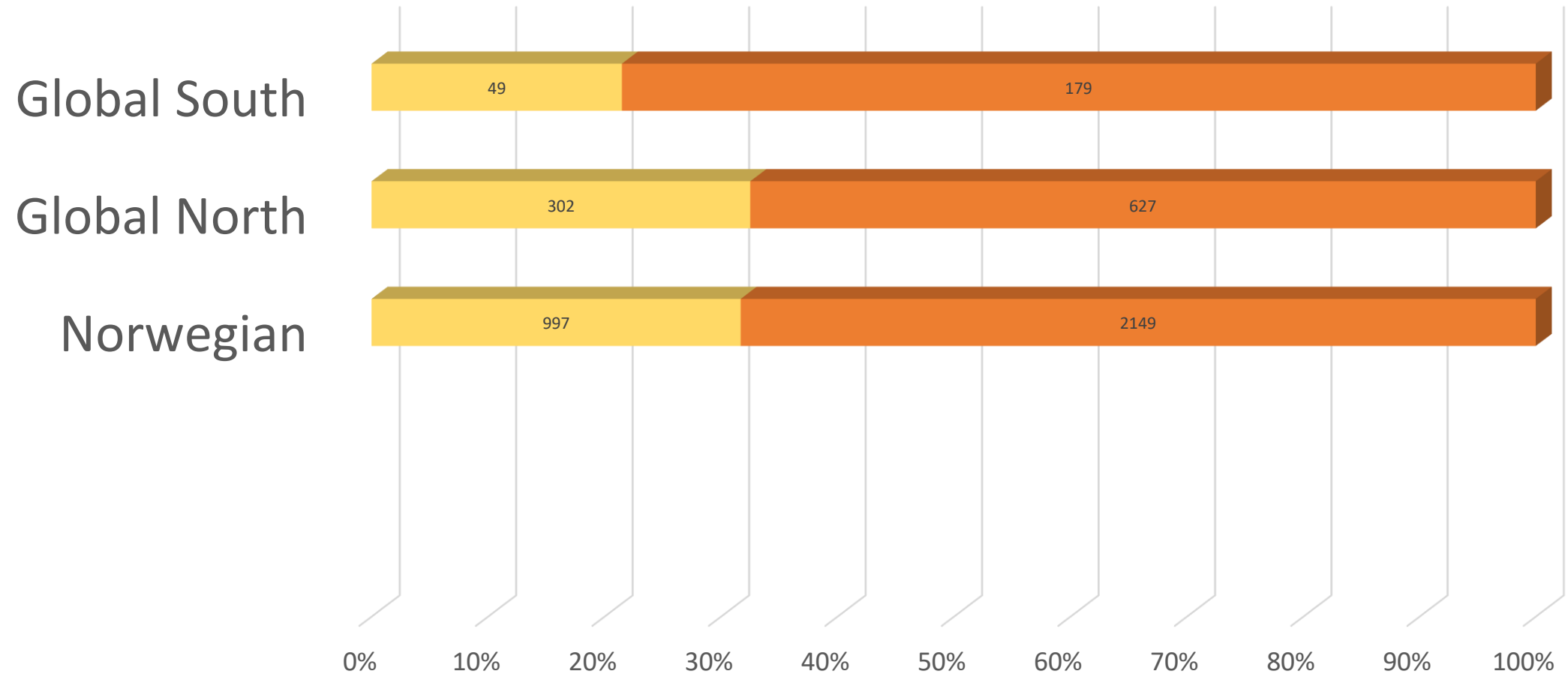
Country background for researchers

Figure 1. Country background¹ for researchers/academic personnel with an immigration background by continent. Number and percentage distribution. 2021

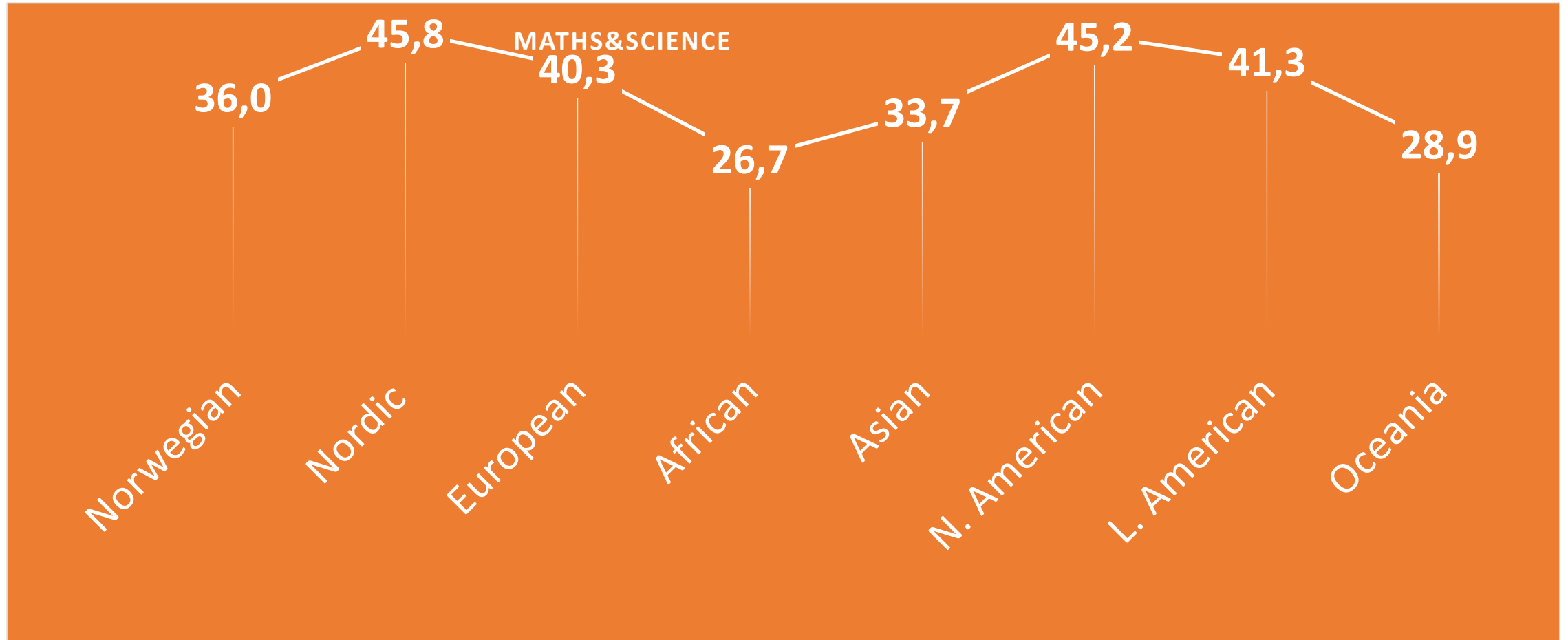


Statistics
Norway
2021

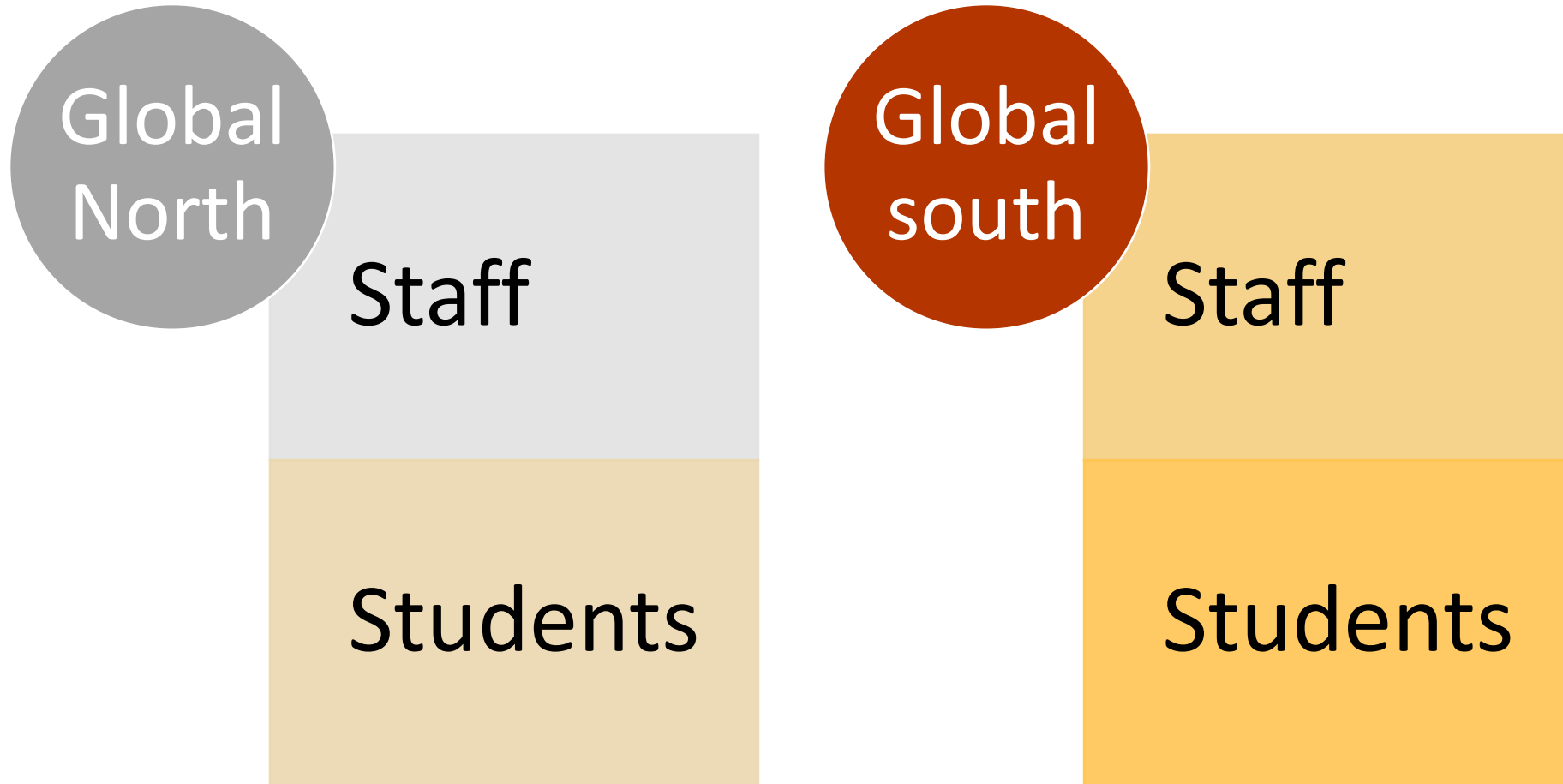
Professors (region and gender)



Percentage female researchers per regional group in Science



What is a proxy for racialised minorities?



How do we differentiate immigrants and global scholars

Immigrants

With
education
from
Norway

Global scholars

Recruited
after
doctorate

Descendants

Born in
Norway,
migrant
parents

How does Kif try to capture intersectional discrimination?

By using power, privilege, advantage and disadvantage as a lens

By asking questions on how gender ethnic minority status and social background interact

By encouraging more studies on discrimination and experiences of scholars in disadvantaged groups

By having harassment and inclusion as priority areas in its work

Background for intersectional analysis: statistics

Men > women
scholars from
global south


Women > men
Descendants
from Asia/Africa

Background for intersectional analysis

Research studies

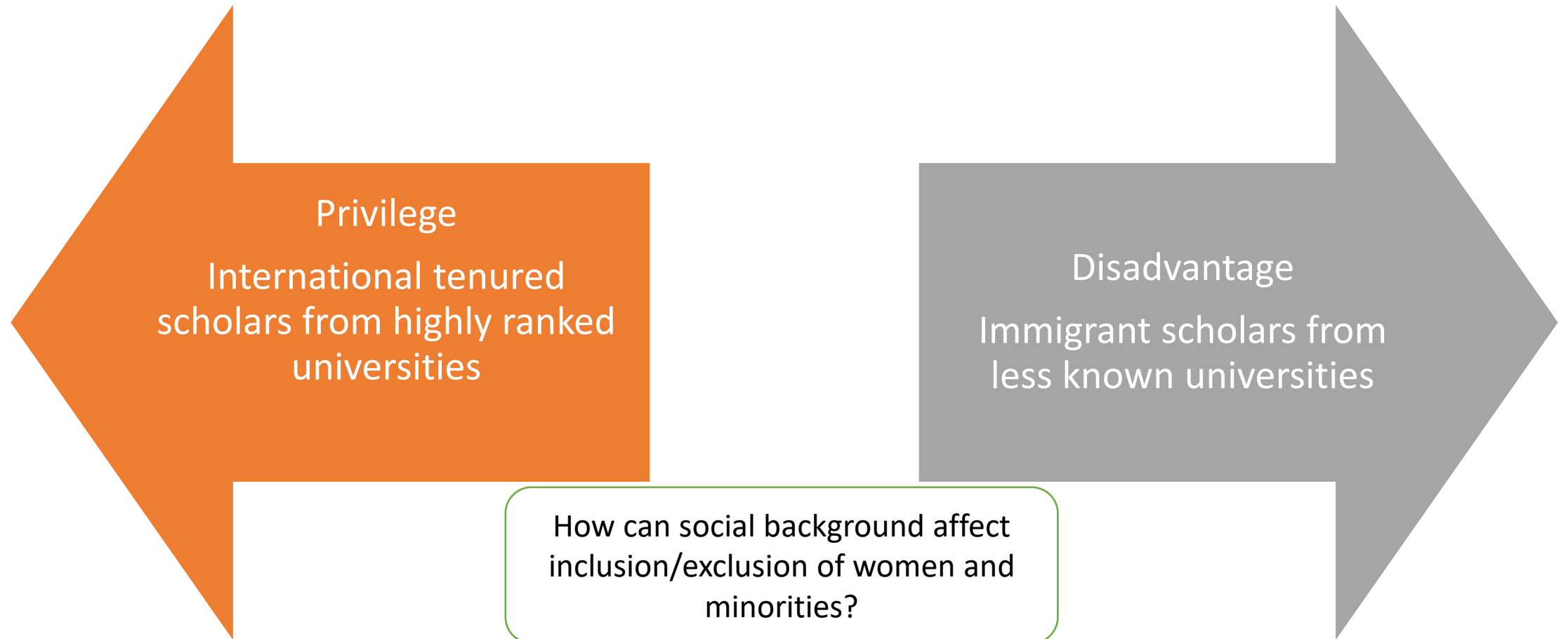


International scholars
publish more, have
international
networks



Young Academy
survey -
gender+ethnicity=
more discrimination

Qualitative study of recruitment



Benchmark report -intersectionality and inclusion

Main findings- national level

**GENDER
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Heidi Holt Zachariassen, Ella Ghosh and Ross Woods
Committee for Gender Balance and Diversity in Research (KIF, Norway),
Higher Education Authority (HEA, Ireland)

Content of the report

- **Relevant theoretical concepts and an overview of EU policy guidelines**
- **Status of inclusive legislation and policies**
- Overview of which **equality dimensions** are included in legislation and policies and the **terminology** used.
- Identify **how several equality dimensions are addressed** in policy documents and legislation
- Give an overview of **obstacles and needs**

Themes (work packages)

Intersectionality
and inclusive
research careers

Gender based
violence

Gender
dimensions in
research and
innovation

Promoting
institutional
change through
equality plans

Monitoring and
evaluating

Sources of the report on intersectionality

National authorities survey

15 countries

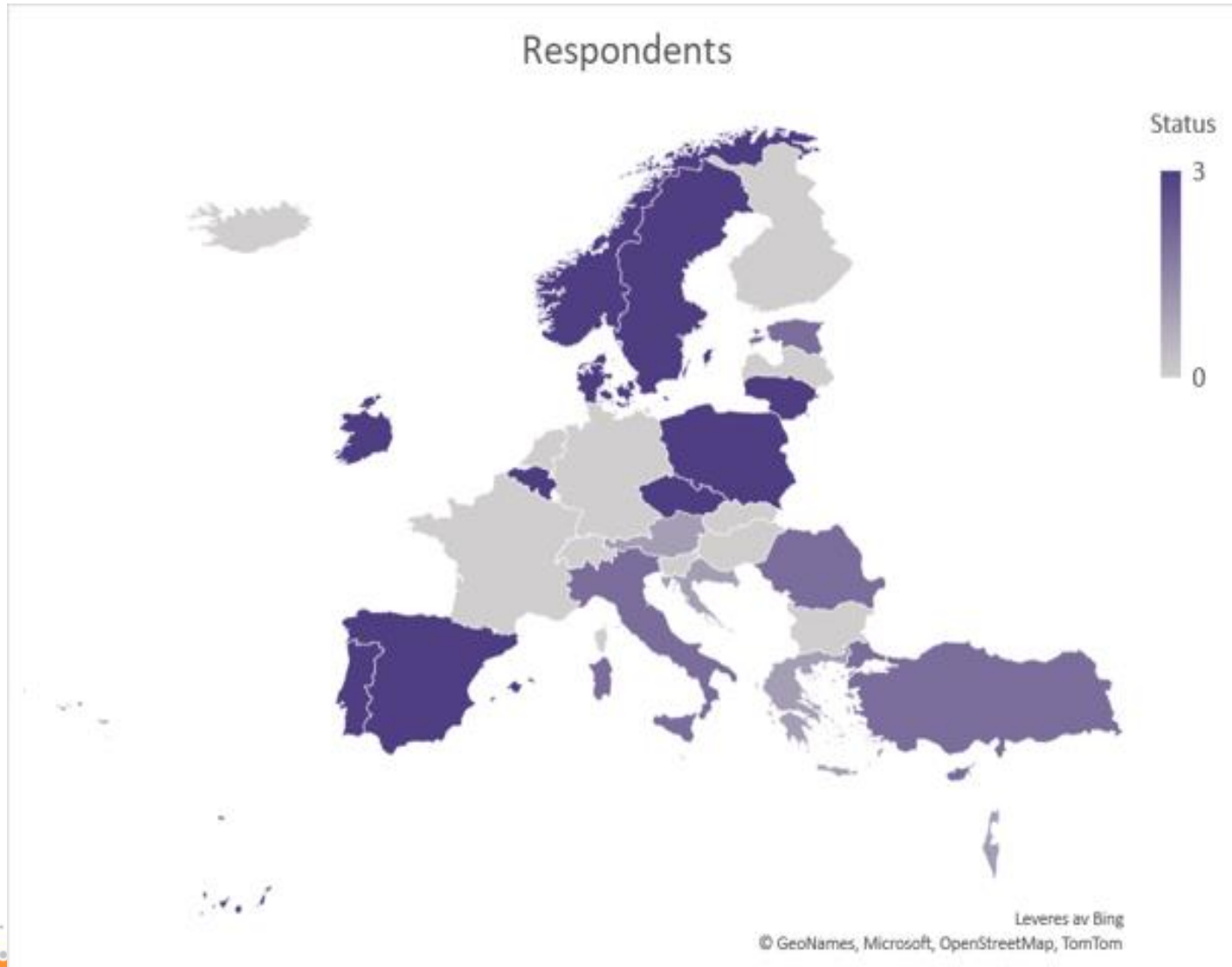
Text analysis of multidimensional laws and policies

Research funding organisations survey

19 agencies

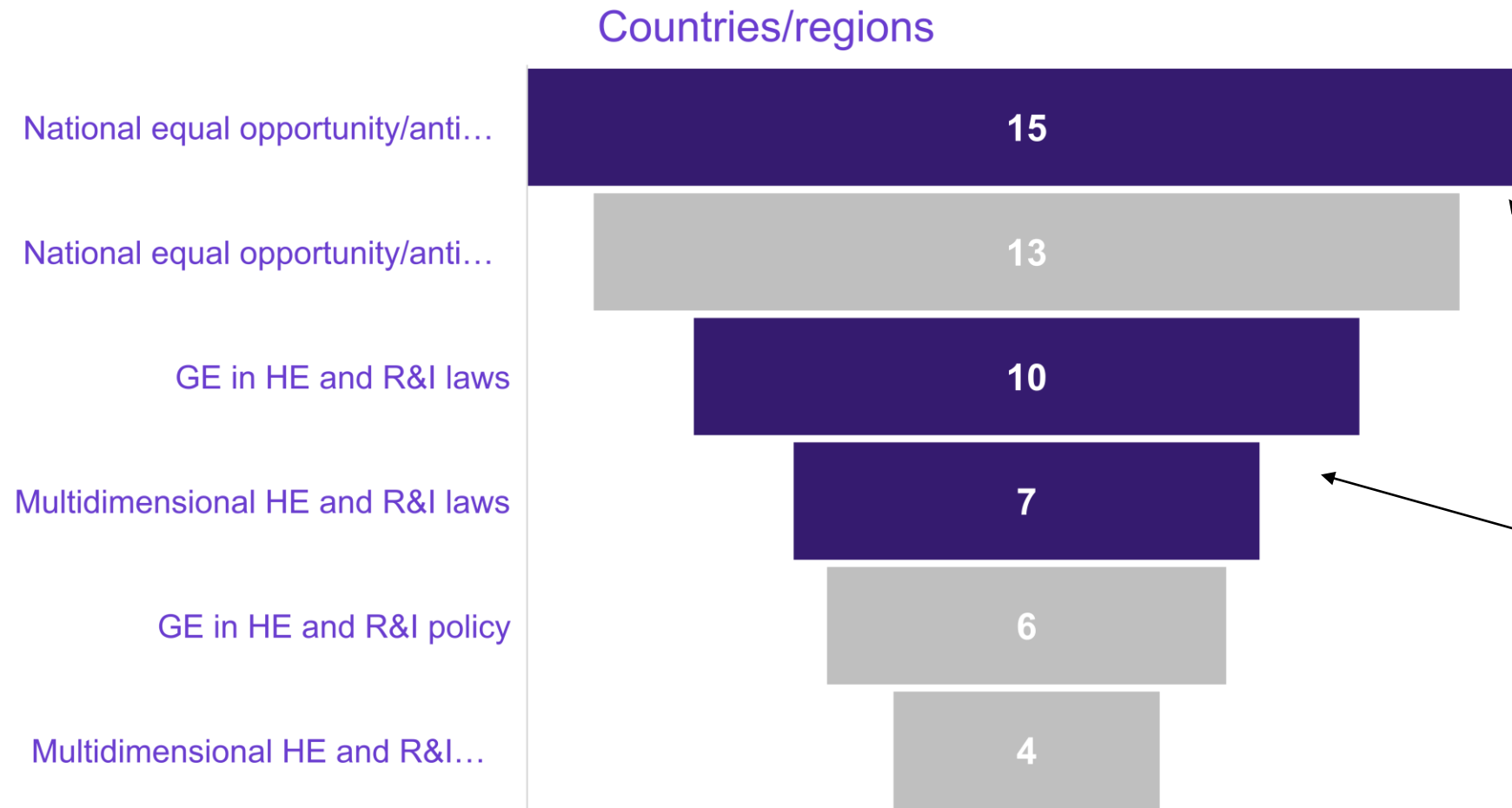
Text analysis of RFO equality policies

Countries in the sample



0	Countries not responding: France, Germany, The Netherlands, Hungary, Finland etc.
1	Only policy level: Austria, Croatia, Greece, and Israel
2	Only RFO: RIF (Cyprus), ETAB (Estonia), FRRB (Italy), MCST (Malta) & UEFISCDI (Romania)
3	Both policy/RFO: Belgium, Czech Republic, Denmark, Ireland, Lithuania, Norway, Poland, Portugal, Spain & Sweden
The colour scale goes from pale (nonresponding) to dark (both policy/RFO)	

Benchmark findings- national authorities (N=15)



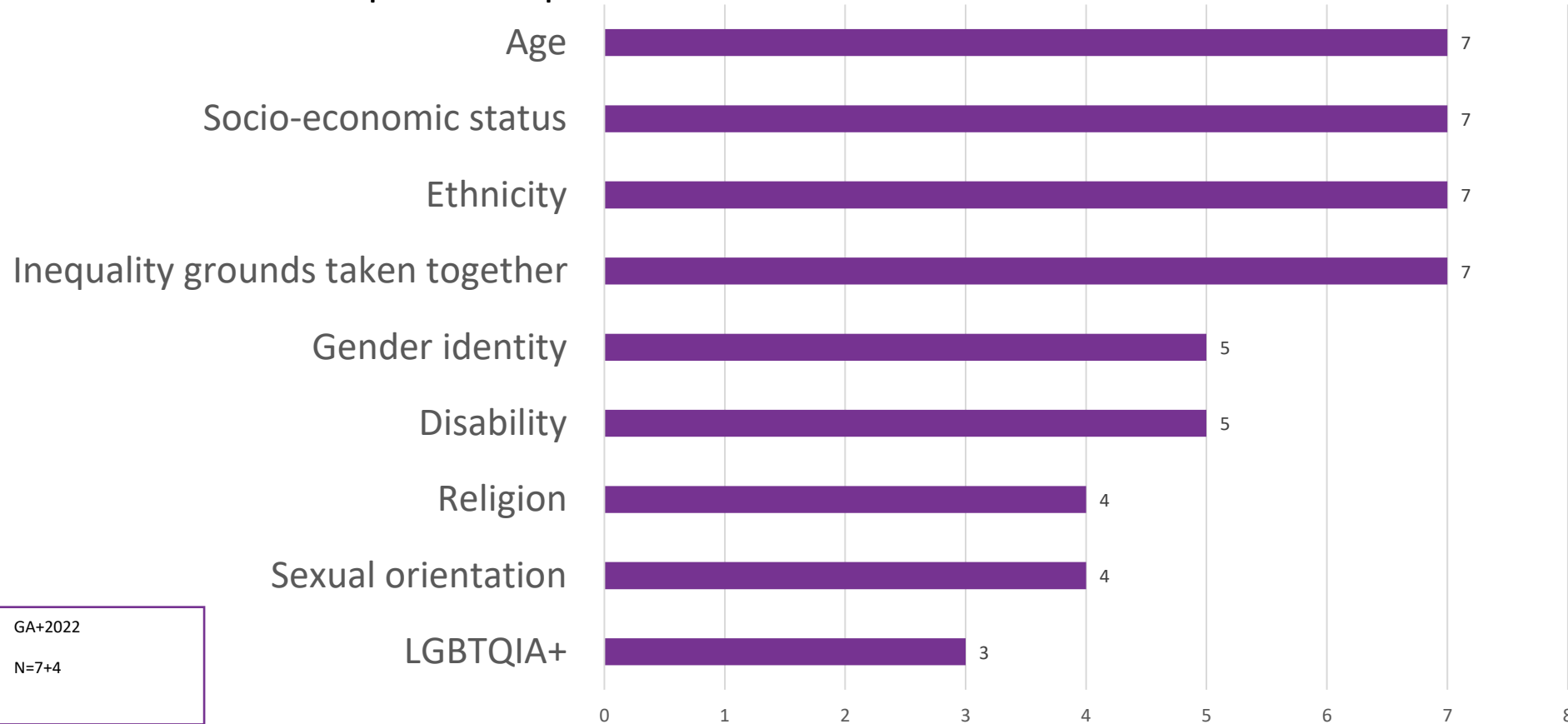
Main findings

- European research and innovation policies – **initial phase in expanding to “inclusive equality”**
- Most countries have **national equal opportunity/ anti-discrimination laws and policies** including many equality dimensions
- Fewer countries have multidimensional laws and policies for **higher education – research and innovation**
- Policies at **national level are more articulated** than policies in **research funding organisations** about multidimensional equality.

Findings in document analysis vs survey

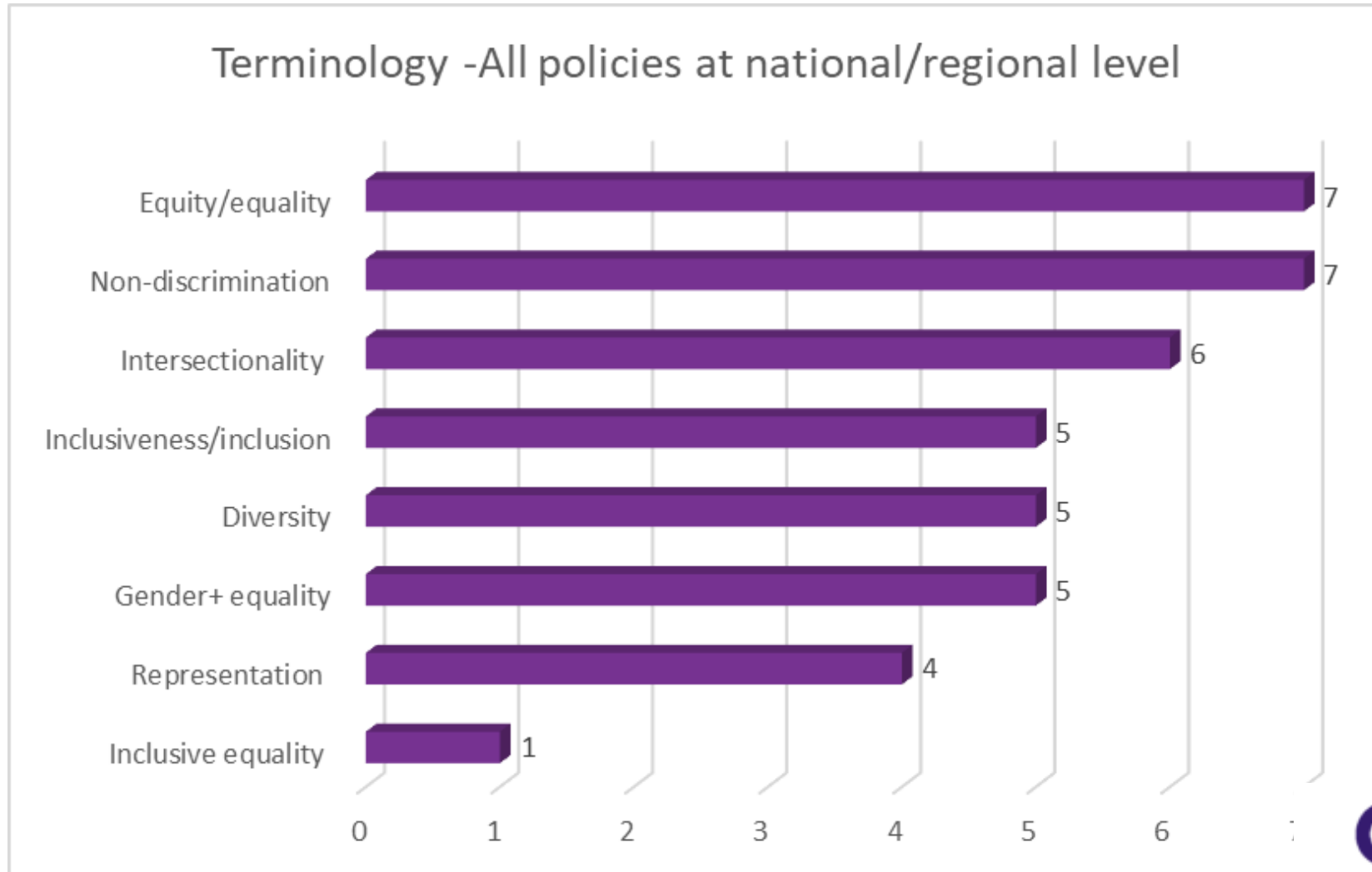
- The countries identify a **wide variety of dimensions and inclusive terminology** in the benchmark survey
- Not clearly articulated in **documents** sent alongside
- Broad statements and **additive** approach.
- A big leap from inclusive legislation and policy to references to the intersection between different equality dimensions in documents and the mention of **vulnerable groups** in academia.
- **few examples of how an intersectional approach is translated into practice**
- Great **contextual differences** regarding work for inclusion- gender is a struggle in itself for many.

Equality dimensions in both broadly conceived and specific policies in HE and R&I



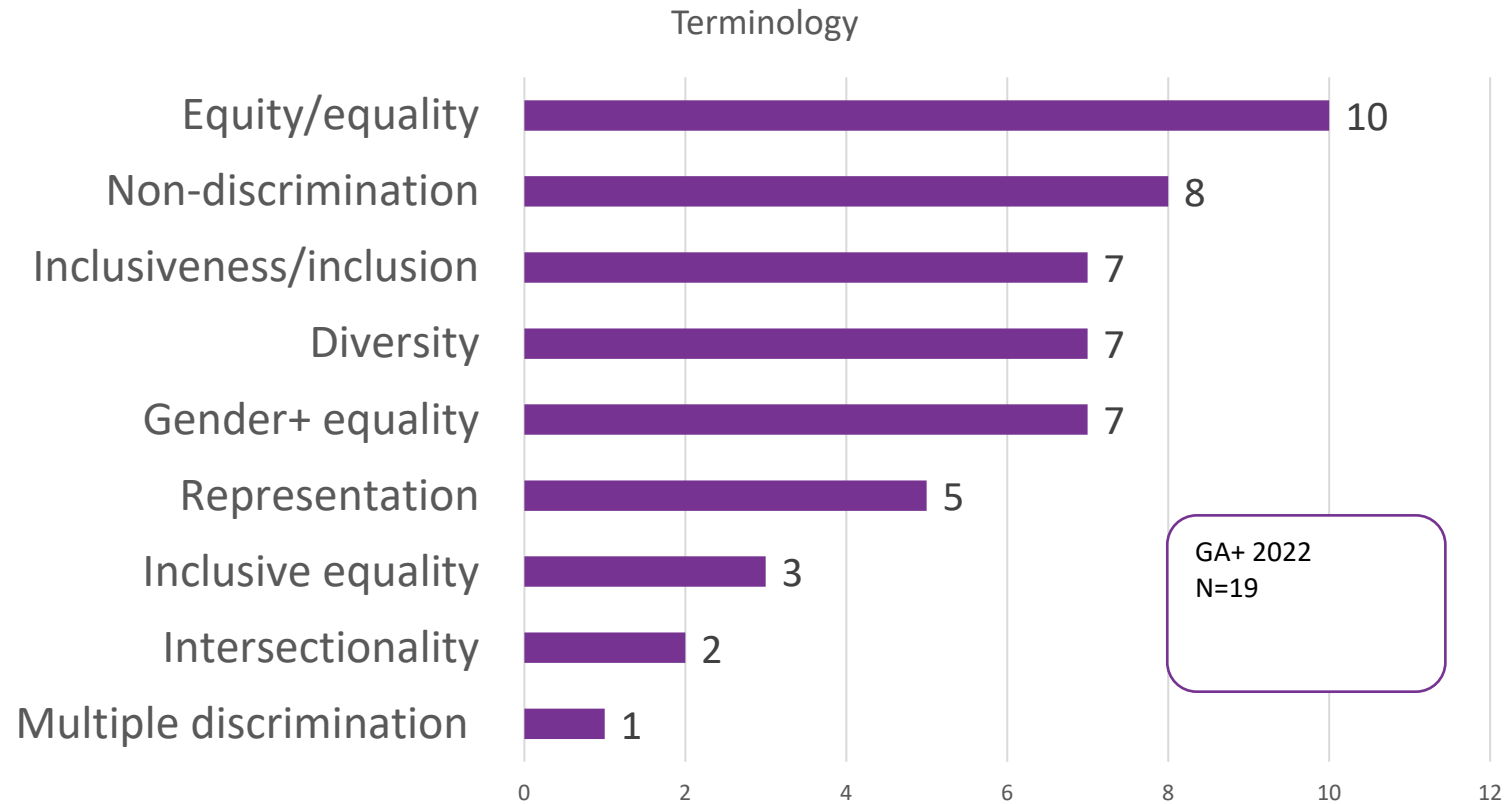
GA+2022
N=7+4

Terminology (Policy level)



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Terminology – RFO



Obstacles

- The lack of a unified understanding of concepts, uncertainty about terminology
- The lack of disaggregated data and human resources
- Intersectional policies needs to be based on data – intersectional data collection is lacking

Future developments

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- Policies need to say more about different groups' relative disadvantage and privilege, taking into account cumulative disadvantage in the intersection of categories.
- Some groups (e.g., women with disabilities, ethnic minority women) may be extra vulnerable, but are not visible in policy.
- In January we will publish recommendations based on the intersectionality report and a consultation process

<https://kifinfo.no/en>

kifinfo

GENDER BALANCE • ETHNIC DIVERSITY • HARASSMENT • ACTION PLANS • **STATISTICS** • LITERATURE

EN

Statistics on gender balance and diversity



(Illustration: iStockphoto)

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