



Nordic Leadership

Guðbjörg Linda Rafnsdóttir
Pro-Rector of Science, University of Iceland

Nordic Research Summit for Leadership and Equality - Nov. 8 - 9 2017



UNIVERSITY OF ICELAND



What can we do to promote gender equality and diversity in academia?

We should address gender equality and diversity in all aspects of the academic life, for instance by using the toolkits of gender budgeting, where we analyze all the main conclusions taken and see how that will possibly affect gender and even other diversity groups.





An example of good practice – what has worked well?

Gender Budgeting

“Gender budgeting is an application of gender mainstreaming in the budgetary process. It means a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality”

Council of Europe 2010





An example of good practice – what has worked well?

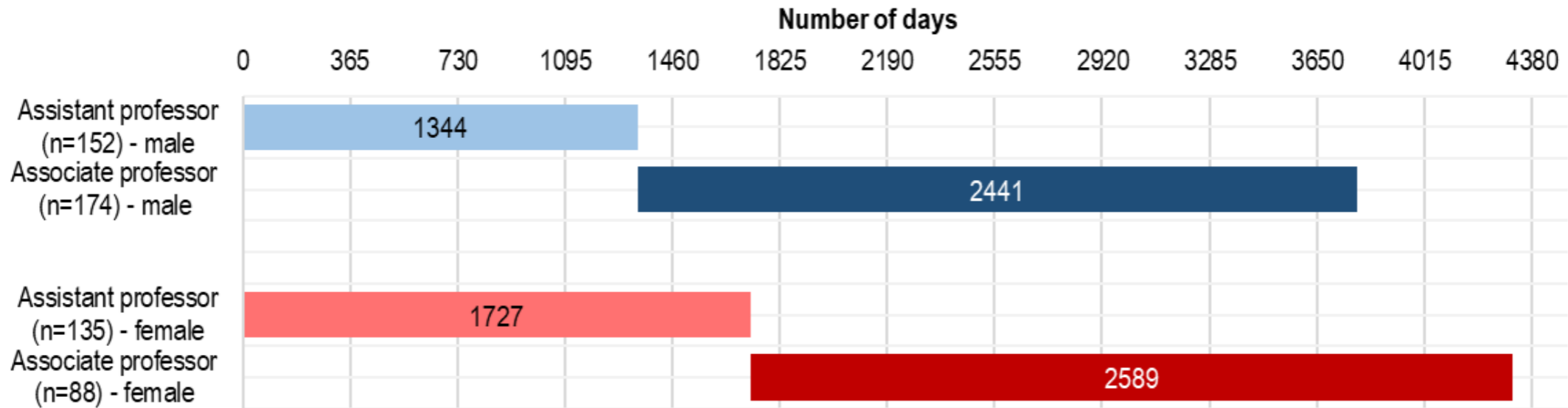
Equality days

- Highlighting equality with a mix of academic talks and discussions alongside more general events, where we combine different aspects of equality and focus on diversity, privilege, silencing, the struggle for equality, power and discrimination etc.
- The aim is to promote discussions and understanding of issues of equality, and diversity.
- Rectors, Pro-Rectors and other leading persons participate in some of the programmes to show its support.



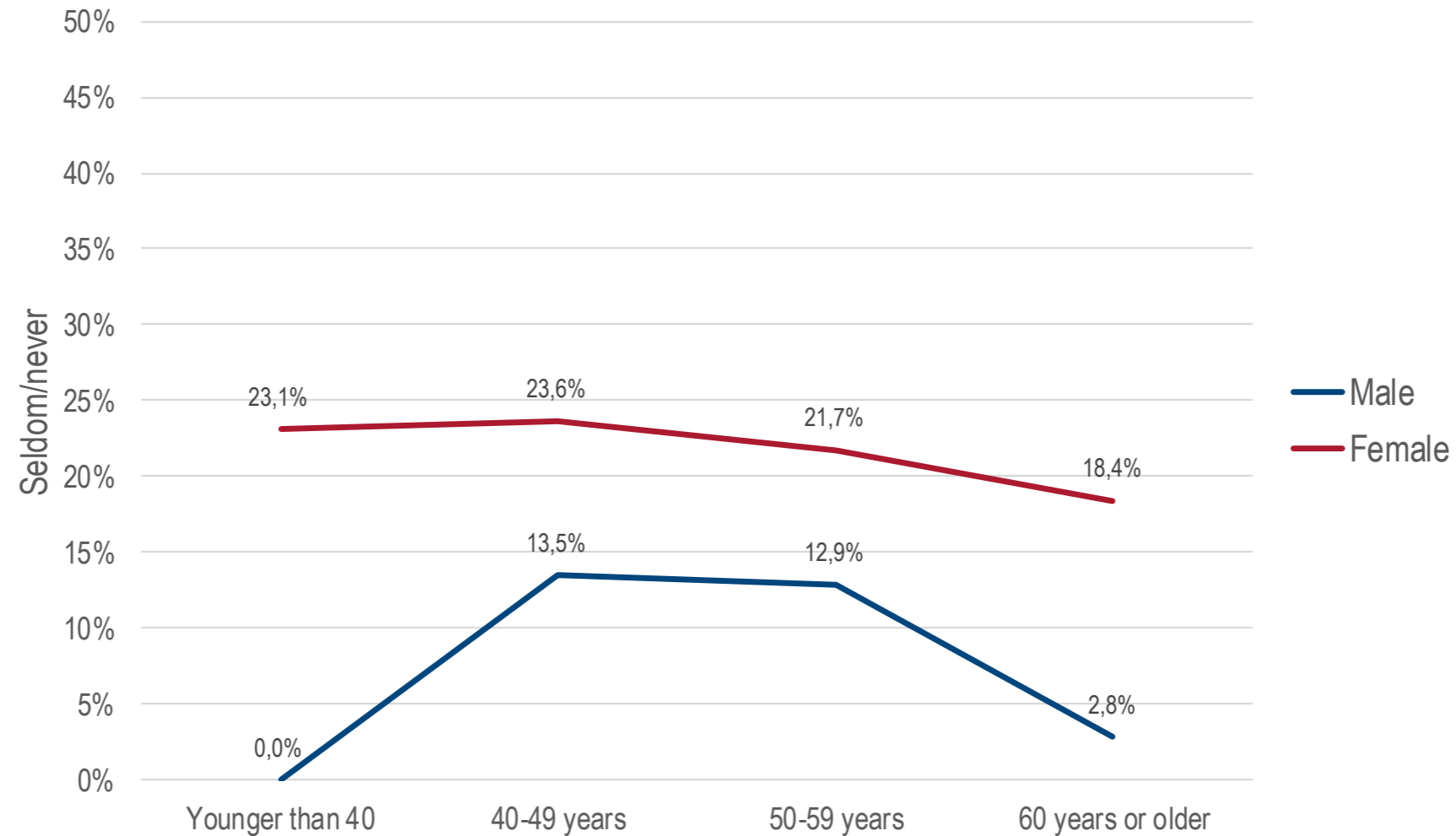


Number of days until promotion





Is it easy for you to coordinate work and family life?





An example of good practice – what has worked well? WLB – University of Iceland Research Fund

- Applications may be ranked higher by one category if the applicant has been on parental leave in the last five years. Applicants who have been on parental leave for 6 months or more, may be raised by up to two categories.

- Sabbatical term?





What challenges need to be addressed in the future?

- Burnout among academics.
- The work is flexible - too easy to work around the clock.
- Roles of universities in modern societies.
- How is excellence defined and how does it fit with increased demand on diversity and equality?



