



**NORFACE**  
**NETWORK**

## **NORFACE Statement on Gender Equality**

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The NORFACE network is committed to gender equality, because we believe it is the best way to attract and harness talent from the widest range of people to deliver the very best research. Our aim is therefore to ensure that our procedures champion gender equality.

To this end NORFACE will:

- carry out a basic 'gender impact assessment' on the **call documentation** for all future programmes. This will involve 1) ensuring that all calls embrace a broad range of disciplines and methodological approaches which reflect the gender composition and practices of the social science research base; and 2) ensuring that the call documentation does not use gendered language.
- monitor the gender balance of **peer review** for its future calls, with the aim of progressively moving towards a more even gender balance, without overburdening particular individuals.
- monitor gender balance of its expert **evaluation panels**, with the aim of achieving an even gender balance (with respect to both seniority as well as numbers) and be mindful of not overburdening particular individuals.
- encourage **all panel members** to challenge 'unconscious bias' where that is deemed to be evidenced in the discussion of applications. Panel members will be provided with the NORFACE Statement on Gender Equality in preparation of each meeting and the Panel chair will explicitly give attention to it at the start of each Panel meeting, to remind panel members of the groups' commitment to recognise and challenge unconscious bias.
- publish **gender statistics** (outline, full, funded) on the NORFACE website, in a common format that allows for comparison across calls.

These procedures and steps that will help us strive towards gender equality, will also guide our interaction with all other expert groups consulted for NORFACE, our activities and collaborations with partners.