

KILDEN'S STRATEGY FOR 2020-2025



BACKGROUND

Interest in research on gender and gender equality issues is on the rise, and the authorities, research groups and civil society organisations are playing an increasingly active role in the public debate related to these issues. Gender research is diversifying as more and more researchers are incorporating gender perspectives into their research. Issues that were historically confined to the domain of gender research are now being addressed in new subject areas. The field of gender research is interdisciplinary and encompasses a broad thematic scope. Students now expect to learn about gender and gender equality in their educational programmes. Kilden's reach is expanding alongside this, as a growing number of people are visiting our website and seeking to collaborate.

A number of national guidelines indicate a need to strengthen efforts to promote gender equality and gender perspectives in research and innovation. First of all, Norway is committed to working to achieve the 17 UN Sustainable Development Goals (SDGs), which comprise the global work plan for eradicating poverty, combatting inequality and halting climate change by 2030. The SDGs view the environment, the economy and social development as interconnected. Goal 5, "Achieve gender equality and empower all women and girls", cross-cuts all the others. In addition to this, Norway is also committed to developing objectives for efforts to promote gender equality and gender mainstreaming in research and innovation through its participation in the European Research Area (ERA), which has this as one of six priorities. Lastly, the Research Council of Norway has drawn up a dedicated policy for gender balance and gender perspectives in research and innovation, in which one of the objectives is to develop Kilden into an independent national knowledge centre for gender balance and gender perspectives in research.

The need for a knowledge-based gender and gender-equality policy is cited in several of the government's action plans, including the Ministry of Foreign Affairs' *Freedom, empowerment and opportunities: Action Plan for Women's Rights and Gender Equality in Foreign and Development Policy 2016–2020*, the Ministry of Education and Research's *Long-term plan for research and higher education 2019–2028*, and the Ministry of Culture's and the Ministry of Trade, Industry and Fisheries' action plan for female entrepreneurship.

Who are we?

Kilden genderresearch.no is a national knowledge centre for gender perspectives and gender balance in research. Kilden was established by the Research Council of Norway in 1998 and is now an autonomous department under the Research Council. Kilden has a national responsibility to promote gender research as well as gender perspectives and gender balance in research and innovation through dissemination and synthesis of research.

Kilden's primary responsibilities are to:

- disseminate and synthesise gender research and research with gender perspectives in Norway and abroad;
- disseminate and synthesise knowledge about gender balance in research and innovation;
- serve as a hub for gender research communities in Norway;
- encourage knowledge-based public discourse;
- promote the documentation of gender research in Norway.

While gender issues and gender equality are our primary focus area, Kilden will maintain an intersectional perspective and view gender as one of many defining social categories such as sexuality, ethnicity, religion, class, age and so on.



Kilden's employees in 2020, (left to right, back row): Kristin Aukland, Vibeke Hoem, Elin Rekdal Müller, Linda Marie Rustad. (left to right, seated): Trine Rogg Korsvik, Susanne Dietrichson og Marie Hulthin. (Photo: Marte Garmann)

Kilden as a partner in collaboration

Kilden is to engage in dialogue with the research sector and other stakeholders concerned with gender and gender equality. Kilden is affiliated with national, Nordic and European networks. We collaborate with Norwegian civil society organisations, research institutions, research groups and the authorities on activities ranging from studies to seminars and debates. These efforts enable us to work to enhance knowledge about gender and gender equality issues in different policy areas. Additionally, we create meeting places for different stakeholders in Norway and help to bring together the research community and society at large.

Kilden has a long history of Nordic cooperation through participation in various networks with our Nordic sister organisations. This cooperation provides us with a good overview of what is happening at the Nordic level in our field.

The EU Framework Programme for Research and Innovation has strengthened efforts to mainstream gender perspectives in research, leading to a rise in the level of activity in Europe. Kilden has taken part in a number of EU-funded projects with a focus on dissemination of research and efforts to promote gender equality. Dissemination activities include sharing of best practice in the field, training and courses, reports and news articles. Europe has several centres similar to Kilden. We have cooperated with these over the years, and we seek to further strengthen this cooperation.

Kilden as a bridge-builder

Alongside the growing interest in and focus on gender and gender equality, academic freedom in Europe and worldwide is coming under increasing pressure. Trust in research is declining in many countries, anti-feminist movements are on the rise, and authorities in a number of countries seek to ban research on gender. This makes it more important than ever to ensure dissemination of research.

As a knowledge centre, our task is to build bridges between research and society, and we will continue our role as a critical communicator of research by presenting diverse perspectives, theories and methods in gender research and in other fields which incorporate gender-related research. We must be on guard against attacks on gender research and gender researchers by extremist movements and contribute to the national and international public debate. The rising resistance to gender and gender equality issues in a number of European countries heightens the need for more international dialogue and cooperation.

Kilden as a stakeholder

We will form alliances and work to set agendas. We will document knowledge gaps and identify new knowledge needs. We conduct knowledge-based dissemination. Research comprises a diverse variety of theories and methods, and research results sometimes point in conflicting directions. In addition, gender and gender equality is a political area. It is thus essential that we have a mandate that ensures us a high degree of autonomy and professional

independence. Our dissemination activities are directed towards many target groups. We collaborate with the research community, the authorities and a wide array of civil society organisations within the area of gender and gender equality. We also seek to reach the public at large through dissemination of news articles and participation in the public discourse.

Disseminating research involves demonstrating the relevance of research and showing that the societal challenges we face call for research with a context-oriented, interdisciplinary approach. The climate crisis, the transition to a greener economy, migration and security policy are examples of challenges that must be addressed in conjunction with research on gender issues and gender equality. We will seek to make this clear.

Gender equality and gender balance in the research system

Kilden views goals for gender balance in connection with gender equality in the research system. Goals for gender balance and gender equality revolve around fair distribution of power and equal opportunities to contribute to the development of society. We will continue and strengthen our dissemination and communication of knowledge about what gender equality in the research system entails, how arguments are presented and what kinds of activities are being carried out, and which tools are being developed and implemented.

What does Kilden do?

Kilden disseminates and synthesises research in a broad sense. We also:

- publish an independent news magazine covering the full range of the gender research field as well as other research incorporating gender as one of its perspectives. In addition to editorials, original news articles and pieces from freelance contributors, the magazine contains feature articles and opinion pieces written by researchers.
- own the *Norwegian Journal of Gender Research*, a scientific journal with external editors which is published by the University Press. In 2017 the journal was made openly accessible. Kilden has responsibility as the editorial board and provides the assistant editor.
- raise various issues related to gender perspectives in archives, libraries and museums, and we own and operate the website *kvinnehistorie.no* (*womenshistory.no* in Norwegian only).
- organise a number of seminars and debates, often in cooperation with the research community, the authorities and other stakeholders in the field of gender and gender equality.
- produce state-of-the-art reviews and different types of research summaries.
- perform long-term and short-term externally commissioned activities.
- produce the Norwegian-wlanguage podcast *Kjønnsavdelingen* (The gender department).



We have expertise in:

- disseminating information about gender perspectives in research and innovation;
- disseminating information about gender balance in research;
- integrating gender and gender equality issues in research and academia;
- science journalism;
- state-of-the-art reviews, fact sheets and reports;
- courses on dissemination and integration of gender perspectives and gender balance in research;
- communication consulting, particularly within science communication;
- carrying out and marketing professional events;
- moderating debates;
- information activities and development of information material;
- development and operation of websites;
- social media.

Transition to the new strategy period

In the transition to our new strategy period, Kilden genderresearch.no has undergone a number of structural and substantive changes. In its policy on gender balance and gender equality, the Research Council of Norway stated it would develop Kilden as a professionally independent national knowledge centre. On 1 February 2019 the Research Council adopted several changes to Kilden's mandate and established that Kilden would become a knowledge centre for gender balance and gender perspectives in the research and innovation system. The shift from information centre to knowledge centre is a result of the development of Kilden's tasks over time, away from the purely informative and more in the direction of state-of-the-art reviews in various formats. Thematically, both gender balance and gender perspectives have gained prominence, in addition to including the synthesis of research in the overall dissemination activities. The clearer emphasis placed on innovation is also a new component.

Parallel to the changes in its tasks, Kilden became an autonomous department under the Research Council of Norway, a change from the previous status as an affiliated organisation which it had held since its launch in 1998. At the same time, an advisory board for Kilden was appointed.

The role as a knowledge centre is new, and entails a new set of expectations regarding our expertise and what we can contribute. For example, synthesising research into state-of-the-art reviews requires greater competency in research than Kilden has typically possessed. Expectations about what we can deliver will also rise in relation to our various ongoing activities, such as the *Norwegian Journal of Gender Research* and our news magazine.

For the strategy period 2020–2025, Kilden has the following objectives:

The overarching objective during our new strategy period is to develop Kilden as a robust knowledge centre for gender perspectives and gender balance in research and innovation. Our six sub-objectives are:

Sub-objective 1: Kilden will disseminate research on gender issues and gender equality of relevance in the context of the UN Sustainable Development Goals (SDGs).

According to the UN, gender equality is a fundamental human right that entitles both genders to equal rights and equal opportunity to be in charge of their own lives. The UN emphasises how essential it is for women to have access to education, health services, jobs and legal recourse to promote a country's development. At the same time, gender perspectives and gender equality are also of relevance to SDGs involving the environment, climate, consumption and economics, sustainable cities and societal security. Kilden has already launched activities to communicate how gender perspectives are relevant within research areas related to the SDGs where these have not yet been widely addressed. There is great potential to develop these knowledge areas further.

During the strategy period, Kilden will:

- strengthen its position as a disseminator of gender research and research with gender perspectives in the context of major societal challenges.
- communicate how gender perspectives are relevant in research areas given priority under the 2030 Agenda for Sustainable Development, particularly relating to the environment, climate and green economy.
- maintain dialogue with the research community to mainstream gender perspectives in new knowledge areas.
- promote the integration of gender and gender equality issues in the research sector's activities to achieve the SDGs.

Sub-objective 2: Kilden, on its own initiative and on commission, will synthesise knowledge about gender and gender equality issues for the research sector, the authorities and civil society organisations.

Kilden has broad-based experience with commissioned assignments for various stakeholders. Such activities may range from producing fact sheets from research projects to synthesising research with gender perspectives through state-of-the-art reviews in different knowledge areas.

During the strategy period, Kilden will:

- increase the number of commissioned activities.
- further develop its expertise in producing state-of-the-art reviews.
- conduct a dialogue with other knowledge centres in Norway.
- develop a series of small-scale summaries of research entitled "What do we know about...?".
- implement more digital tools for presenting knowledge (video, infographics, etc.).

Sub-objective 3: Kilden will be a national disseminator of knowledge about gender balance and gender equality in research for the research system at large.

Kilden disseminates and synthesises knowledge about gender balance in research and innovation. Kilden has collaborated closely with the Committee for Gender Balance and Diversity in Research since it was established in 2004 and has carried out commissioned tasks for the Research Council Programme on Gender Balance in Senior Positions and Research Management (BALANSE). Over its many years of work, Kilden has acquired a wealth of valuable knowledge. Thus far, dissemination activities have generally targeted universities, university colleges and research institutes and activities have been directed by commissioned tasks from other stakeholders.

During the strategy period, Kilden will:

- strengthen access to resources for developing Kilden as an independent national knowledge disseminator on gender equality and gender balance in research and innovation for the research system at large, in an ongoing dialogue with the Research Council of Norway on the direction of development. The objective is to promote better coordination of communication efforts in this field.
- develop various effectively targeted dissemination measures for different types of institutions within the research system.
- collaborate with stakeholders in the research system at large and coordinate information about measures and best practice.

Sub-objective 4: Kilden will facilitate knowledge-based discourse on gender and gender equality issues and attacks on gender researchers and academic freedom.

Extremist movements are proliferating in Europe and elsewhere in the world, often accompanied by national conservatist family ideology and a general curtailment of the rights of women and sexual minorities. This has led to attacks on gender researchers and the discontinuation of gender studies. Proponents of such ideologies are also found in Norway. There is a correlation between restriction of women's and sexual minorities' rights and attacks on academic freedom.

During the strategy period, Kilden will:

- facilitate an informed debate and maintain dialogue with national and international research groups, institutions and organisations regarding the relationship between research and rights.
- shed light on the conditions for gender research in Europe.
- communicate and take part in the debate on the curtailment of women's and sexual minorities' rights and its correlation with attacks on academic freedom.

Sub-objective 5: Kilden will be a key partner for stakeholders in the field of gender and gender equality issues, nationally and internationally.

Kilden has a long history of collaboration on gender and gender equality issues with the research community in Norway, the authorities and various civil society organisations. We are an integral part of European and Nordic cooperation and participate in networks with Kilden's European sister organisations. Kilden serves as a hub and encourages knowledge-based public debate.

During the strategy period, Kilden will:

- establish an annual national meeting place for the research community, the authorities and civil society organisations;
- take the initiative vis-à-vis various national stakeholders to promote better coordination of dissemination of gender equality policy at the national level.
- launch a network with Kilden's European sister organisations.
- participate in grant applications for funding under Horizon Europe in collaboration with Norwegian and European environments.

Sub-objective 6: A Kilden academy

The knowledge and skills that Kilden has acquired through its collaborative efforts and various tasks has given it valuable expertise. This is expertise that can be employed and further developed to enable more people to benefit from it. Kilden has held a number of dissemination courses for researchers as well as presentations on how to mainstream gender perspectives in research. In the long run, these activities should be expanded to encompass the entire field, i.e. gender perspectives as well as gender balance in research.

During the strategy period, Kilden will:

- develop dissemination packages in the form of courses, workshops and seminars.
- develop courses for different research institutions on how to integrate gender perspectives and gender balance into research.
- develop communication and media management courses for researchers and research fellows.

