

Equality, diversity and inclusion in research funding

Vision and mission of the SNSF

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1. Introduction

The Swiss National Science Foundation has a clear mission: to promote all areas of scientific research in Switzerland. The more diverse the research, the greater the number of exciting and groundbreaking ideas it produces. The 2025-2028 multi-year programme sets out the SNSF's objectives for research. The objectives of "diversity" and "strengthening the relevance of research for society" are directly related to the vision and mission of the SNSF in the area of equality, diversity and inclusion (EDI), which are explained below.

To ensure diversity, the SNSF funds a wide range of topics, disciplines and types of research. In addition, it is committed to an open and fair research culture for all.

Diversity also makes a major contribution to reinforcing the SNSF's relevance to society: scientific excellence is the product of individual talents, which together contribute to advancing scientific findings from various points of view. An inclusive work environment is crucial for ensuring that researchers from different backgrounds can pursue fulfilling careers.

Thus the SNSF promotes equality, diversity and inclusion

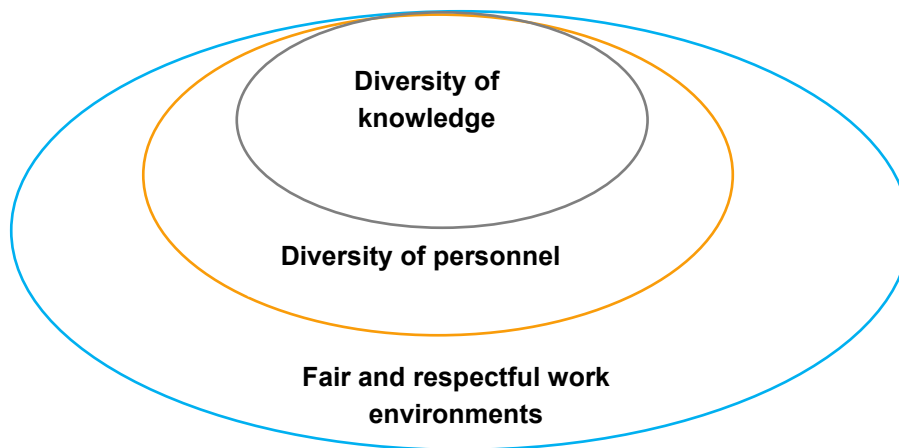
- at the level of individuals through equality measures
- at the institutional level by transforming the work culture
- at a structural level by modifying the processes through which knowledge is generated

2. Vision

The SNSF actively contributes to the creation of fair and respectful working environments for researchers. Its aim is to hire, train and retain employees from a variety of backgrounds in order to produce outstanding scientific findings for the benefit of society as a whole.

1. **Fair and respectful work environments:** The SNSF's aim is to create fair and respectful work cultures that enable everyone to achieve their full potential and succeed in their professional environment. Together with other research institutions, the SNSF promotes the creation of settings that are conducive to collaborative work, offer safe spaces for all researchers and contribute to their health and well-being thanks to appropriate working conditions.
2. **Diversity of personnel:** All researchers are given the same opportunities; any barriers that might obstruct underrepresented groups in academia are to be removed.
3. **Diversity of knowledge:** Sex, gender and intersectional research creates knowledge that benefits all members of our society. Researchers are required to incorporate analyses in this

context to help ensure that the knowledge gained is not biased against individual social groups.



All three goals are interrelated. Fair and respectful work environments are essential for being able to fill research positions with researchers from different social groups and enabling them to develop their careers in safe, protected and supportive work environments. By creating fair career opportunities and attractive working conditions, they also help to retain researchers from a wide range of backgrounds in academia. At the same time, diverse research communities are vital to achieving equality *and* ensuring that those involved in knowledge production perform their duties in a way that gives due consideration to members of different social groups. Researchers from a range of disciplines and with varied personal, social and economic backgrounds contribute to innovation by putting scientific processes in a new light. This leads to more diverse and creative research results.

3. Mission

Five core tasks are derived from this vision:

1. *Identifying and prioritising EDI-related themes*

- Tracking existing studies, reports and publications to identify current trends and best practices in this area.
- Developing a full understanding of diversity with due consideration of possible barriers related to sex, gender, sexuality, migration background and ethnic origin, socio-economic inequalities, age and disabilities as well as research areas, institution types, language and regional disparities.
- Being actively involved in national and international networks to gain an in-depth understanding of ongoing debates in the areas of equality, diversity and inclusion. The aim here is to advise the SNSF's various bodies and bring them up to date on developments.

- Identifying and adapting research processes and evaluation procedures that systematically exclude or disadvantage researchers who belong to insufficiently recognised groups. This will ensure that everyone has an equal chance of receiving funding.

2. *Monitoring of available EDI data*

- Assessing the current situation using empirical data and tracking the progress made by new approaches to achieving equality of opportunity.
- Collecting relevant data from academic staff in collaboration with the data team and other institutions. The following dimensions of diversity are taken into account: sex, gender, sexual orientation, migration background or ethnic origin, age, disabilities and chronic illnesses, research areas, institutions and regional disparities.
- Monitoring equal opportunities for grant applicants as far as possible, as well as the outcomes. The aim here is to identify possible inequalities by considering and comparing the following groups: potential applicants, actual applicants and grant recipients.
- Ensuring that the composition of the pool of experts and speakers is suitably balanced.
- Improving the monitoring of knowledge production in order to understand who is producing what type of knowledge and to show how diversity contributes to the creation of knowledge for everyone.

3. *Removing barriers in the SNSF's selection procedures*

- Giving more visibility to successful researchers from diverse social backgrounds to encourage members of low-visibility groups to submit their own projects.
- Ensuring equal access to all relevant information for the submission of a convincing funding application.
- Setting up bias training courses to raise awareness of prejudices among reviewers.

4. *Supporting project managers and universities with the creation of safe working environments*

- Helping project leaders to acquire specific skills for the creation of inclusive work environments.
- Conducting a dialogue with other organisations and participating in national and international networks to identify and establish good practices for combating gender-based violence and bullying in the academic environment.

5. *Mainstreaming EDI as a topic*

- Raising awareness among all applicants of the relevance of sex, gender and intersectionality to their research projects.
- Involving the SNSF in the development of training courses to raise awareness of sex, gender and intersectionality issues for applicants, employees and experts.

- Supporting innovative research methods within the framework of novel partnerships, especially if the persons affected by the research findings can actively contribute to their development through new forms of transdisciplinary research cooperation.

The Presiding Board of the Research Council bears overall responsibility for this mission. The Administrative Offices advise and support the Presiding Board by putting forward specific proposals for measures to be taken.