

EDI Action Plan 2025-2028

The EDI Action Plan complements the SNSF EDI Vision and Mission. It has been adopted by the Academic Board.

Measure 1 – Removing barriers for obtaining research funding

INPUTS	OUTPUTS			OUTCOMES		
	What we do (activities)	What we produce (direct results)	What we want to achieve (broader impact)			
			Short	Medium	Long	
What we invest (resources) ¹	Monitor current situation and, over time, changes; in collaboration with the data team Monitor advancement in scientific knowledge and best practices related to research evaluation Identify potential biases and barriers Communicate within the SNSF core findings of these analyses to raise awareness about existing biases and barriers Develop a strategy to collect data on multiple dimensions of diversity	Corrective measures to reduce the impact of biases on research assessment Targeted measures to remove barriers for underrepresented groups Consolidated approach to collect data on diversity	Equal success rates for women and men who apply for funding	Applications from underrepresented groups increase to reflect their distribution within the next lower career level	Research funding allocated to all researchers in a fair and transparent approach to support the creation of a more diverse pool of researchers	

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¹ Dedicated resources are subject to variations over the four-year duration of the EDI Action Plan.

Measure 2 – Contributing to fair and inclusive work environments in research

INPUTS	OUTPUTS			OUTCOMES		
	What we do (activities)	What we produce (direct results)	What we want to achieve (broader impact)	Short	Medium	Long
What we invest (resources) ¹						
0.5 FTE from the EDI office EDI Policy Group 200'000 CHF for the SNSF Leadership Programme Dedicated budget for SNSF prevention measures	<p>Offer inclusive leadership training to team leaders in career funding financed by the SNSF</p> <p>Collaborate with HEI to complement their activities and to encourage them to develop training and processes when they are not already in place</p> <p>Complement training HEIs have in place with additional prevention measures offered by the SNSF, such as online training on academic bullying (e.g., abuse of power or violation of personal integrity) for researchers funded by the SNSF</p> <p>Offer advice to researchers who work on SNSF funded projects confronted with academic bullying to help them gain support in their institution (Respect procedure)</p> <p>Discuss with representatives of underrepresented groups to understand their needs and propose measures to strengthen our EDI Vision and Mission</p> <p>Bring the EDI perspective to the attention of SNSF organs and partner institutions engaging with the topic of working conditions for Early Career Researchers (ECRs)</p> <p>Develop and value the contribution of senior researchers to building safe and inclusive work environments as well as to enabling ECRs</p>	<p>Increased share of team leaders who are trained to lead teams in inclusive ways</p> <p>Increased awareness among researchers of problematic behaviors and existing measures</p>	<p>Increased awareness and understanding of scientific misconduct, academic bullying and corrective measures</p>	Enhanced actions on this topic in HEIs		<p>Fair and inclusive work environments in which all researchers thrive and contribute to knowledge creation</p>

Measure 3 – Embedding an intersectional sex and gender approach in research content when relevant

INPUTS	OUTPUTS			OUTCOMES		
	What we do (activities)	What we produce (direct results)	What we want to achieve (broader impact)	Short	Medium	Long
0.4 FTE from the EDI office EDI Policy Group	<p>Assess how we currently evaluate intersectional sex and gender approaches in our evaluation procedures</p> <p>Monitor and participate in ongoing reflections about the inclusion of an intersectional sex and gender approach in research content to identify current trends and best practices</p> <p>Design an approach to assess whether researchers take into account an intersectional sex and gender perspective in their research content when relevant</p> <p>Train panel chairs, panel members, and evaluators to assess whether this dimension is relevant for the research proposal and when it is how it is addressed</p> <p>Assess to what extent the research that we fund looks at sex and gender from an intersectional perspective. This is achieved through the analyses of the produced knowledge</p>	<p>Researchers present how they address sex, gender and other relevant dimensions of intersectionality in their research when relevant</p> <p>Evaluators are in a position to assess whether sex, gender and other relevant dimensions of intersectionality are required to ensure the quality of the project</p> <p>Evaluators can assess whether the proposed sex, gender and other relevant dimensions of intersectionality or lack thereof are appropriate</p>	<p>Researchers and evaluators understand what is required of them in terms of including an intersectional sex and gender approach in research</p>	<p>Researchers and evaluators understand what is required of them in terms of including an intersectional sex and gender approach in research</p>	<p>Relevant intersectional sex and gender approach is used in research across all disciplines and topics as part of the quality of research evaluation</p>	<p>Scientific knowledge that takes into account the impact of an intersectional sex and gender approach</p>

Change model

Here we present the role of the SNSF in the higher education ecosystem and explain how we plan to contribute to changes.

