

### ● Diversity dimensions and the role of RMAs

Could we develop and facilitate more effective research projects through adding diversity dimensions? Can we, in the role of RMAs, make a profound impact in fostering various aspects of diversity? Join this discussion on actively pursuing a positive change in research and innovation by considering diversity dimensions.

EU requires a Gender Equality Plan for organisations which want to participate in the Horizon Europe program. However, diversity is much more than gender balance. Dimensions as, for example, cultural and geographical background, language, ethnicity, age, sex, race, and level of education, are also a part of diversity. Including these and more dimensions into the structure of a research group, a consortium, a project design, and project lifecycle, can foster a more creative, innovative, and multidimensional approach to research and its impact, and not least - generate a competitive advantage.

Working with a diverse group, consisting of multiple research stakeholders, is fun and fruitful, but can be challenging. To function well, the whole group must agree on common rules and ways of working, build trust among each other, use agreed means of communication and more. The PI must also use a way of leadership where inclusion and equality are combined with successful diversity management. This means a change of work culture in our organisations, and entails improving skills in cultural intelligence of our researchers.

In this collaborative learning session, we will discuss the holistic effects and impacts, as well as benefits and challenges, of diversity dimensions in research. Further, we will jointly elaborate on RMA's role in the context. Participants in this session will be invited to think of, share, discuss, and visualize their views on how to support researchers in considering diversity dimensions in their daily work.

### Presenters:

- **Ms Malin Wikstedt, Haaga-Helia University of Applied Sciences (Finland)**  
(She / Her / Hers) is working as a Senior Specialist in EU Affairs, Research Services in Haaga-Helia University of Applied Sciences in Helsinki, Finland. She has over 15 years of work experience in administrative positions in the Higher Education Institution sector. In her daily work, Malin supports researchers towards successful internationally funded projects in the pre-award services, including advocacy activities, grant writing and development of research and research supporting processes. She also takes part in the 6th cohort of the EARMA European Certificate in Research Management (CRM) course.
- **Ms Ruta Žmuidzinaitė, Oslo Metropolitan University (Norway)**  
(She / Her / Hers) is working as Senior Adviser for Social Innovation at the R&D Department of the Oslo Metropolitan University, Norway. In this newly established position, she is working on developing a holistic support system for researchers working on and with social innovations. Previously, Rūta's responsibilities were pre-award and contract-phase support regarding national and EU research funding, data management and analysis of external research funding on institutional and faculty level, research ethics in proposals, development of internal knowledge transfer office and commercialization activities. She also takes part in the 6th cohort of the EARMA CRM course.
- **Mr Mathias Björklund, Haaga-Helia University of Applied Sciences (Finland)**  
(He / Him / His) is working as a Senior Specialist in Research Funding at University of Vaasa, Finland. He has 15+ years of work experience from various fields and levels of administration in Higher Education. Mathias currently works with wide-ranging pre-award services for internationally funded projects, including grant writing and development of research support processes. Mathias has successfully completed and is an alumnus of HUMANE Summer School (Heads of University Management & Administration Network in Europe).