

The core values guiding the Academy of Finland are openness, transparency, reliability, equality and non-discrimination. The Academy supports high-quality, high-impact and innovative research in a responsible manner. The Academy actively contributes to the building of a transparent research ecosystem free of structures such as modes of operation that treat people differently on the basis of gender or other personal characteristics. Responsible science has to do with promoting equality and nondiscrimination in research projects or in society at large. The Academy's equality and non-discrimination policy aims at ensuring a balanced representation of the sexes, eliminating and preventing structural inequality, supporting the gender perspective and promoting nondiscrimination in research, and setting an example through the Academy's work and development efforts as well as networking. The policy is implemented via a plan, which applies to beneficiaries of the Academy's research funding as well as to employees of the Academy's Administration Office. The main measures of the plan for promoting equality and non-discrimination in 2022–2023, together with relevant statistics, will be presented.