

## Keys to success in the work for equality and non-discrimination



In many organizations, the work on gender equality and diversity has been delegated to the human resource department. A number of important policy documents have been produced. However, some clear results of action plans and the internal communication have not been recorded. At local level, everything seems to continue as it always has. This is because working with active measures is a change process, but one that is more difficult than other change processes. It is about changing structures, cultures and deeply ingrained behaviours and attitudes.

This half-day seminar is designed for leaders, union leaders and HR employees who are interested in learning more about success factors and pitfalls in this work. The seminar is based on working strategies and methods that researchers and organizations do recommend.

### THE SEMINAR GIVE ANSWERS TO SOME IMPORTANT QUESTIONS

- What is the economic benefit of working for equality and non-discrimination?
- Why is there inequality in organizations?
- What are the biggest success factors and pitfalls in the work with active measures?
- The middle manager's role and potential.
- The importance of management, monitoring and evaluation.
- How this work ought to be organized: good examples from the research and other employers.
- From our present position: how do we proceed?

## Seminar leader



I've worked devotedly for 15 years with issues related to equality, diversity, inclusion and work environment for the Teachers' Union, the Equality Ombudsman and as a consultant for Equal Relations. My experience of how different employers have organized their work for equal rights and opportunities, in combination with my knowledge of research in this area constitutes the basis for this seminar.

I have worked to gender mainstream organizations. On the behalf of the Equality Ombudsman I've developed a method for anti-discrimination based on seven grounds of discrimination. For several years, Patrik has been one of the participants in the gender equality minister's gender equality council.

As a certified evaluator, I've developed a method called *Inspection*. It involves evaluating organizations' work with for equality and non-discrimination to ensure that it meets the requirements of the Swedish Discrimination Act.

I've written the handbook *Hundreds of Opportunities to Recruit Without Discriminating*. Next year my book *The Equal Workplace - a handbook for them that work with active measures* will be published.

Between 2012-2017 I was responsible for a knowledge network consisting of gender equality and equal treatment experts from 32 of Sweden's universities. For three years I've been a member of the Swedish ESF Council's working committee, with the aim of developing the work for gender equality in the organization.

I've represented The Equality Ombudsman in the Minister for Gender Equality between 2014 and 2017.

### **Patrik Edgren**

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