

Business development from an equality and diversity perspective

Strategic change

Equal Relations hjälper såväl arbetsgivare som utbildningsanordnare att gå från vision till praktik. Det är genom att erbjuda metoderna för hur visionerna på den centrala nivån konkret kan förverkligas i vardagen, på samtliga nivåer i organisationen, som vi ser att vi kan göra stor skillnad. Det handlar om att hitta styrformer och strategier som passar just den organisation vi arbetar för. Här har vi goda referenser.

Equal Relations helps both employers and education providers to move from vision to practice. It is by offering methods for how visions can be realized in everyday life, at all levels in the organization, that we see that we can make a big difference. It's about finding forms for governance and strategies that suits the organization we are working for.

Integration of different perspectives

We are not only working on integrating an equality perspective into business processes. For the Discrimination Ombudsman, we have developed a method for anti-discrimination on basis of seven discrimination grounds. In short, it is about securing the employees' work processes and their ways of responding others on the basis of seven discrimination grounds. In support in their effort, we created checklists with question batteries for self-reflection.

Gender equality, equality, diversity, inclusion and non-discrimination are perspectives that we can help implement in individual projects or in an organizations' activities.

Equality, diversity and active measures

Equal Relations helps employers and education providers to develop different parts of their work with active measures, equality and diversity. We develop survey methods, assist with analyzes and propose effective measures based on a large bank of knowledge.

We are one of the leading specialists in discrimination-free recruitment in Sweden. For Afry Group, we work to increase the number of women in a male-dominated organization. To fully succeed with the recruitments we also work to develop an inclusive organizational culture. In many organizations, we've developed the preventive work against discrimination, harassment etcetera.

In an organization, the focus for our support has been on developing work in the areas of competence development and worklife balance.

In the area of work environment management, we see that organizations need help. There is usually a well-functioning process. However, in order to comply with the Discrimination Act, it must be conducted on the basis of seven discrimination grounds. We can help you with the coordination.

Patrik Edgren is certified evaluator and can be used to make follow-ups and evaluations of ongoing processes based on established indicators.

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