

PATRIK EDGREN



EQUALITY STRATEGIST

Equal Relation's aim is to eliminate unequal structures and to lift the work of equality and diversity to new levels, so that everyone in the organization can enjoy the same rights and opportunities. Equally important is that those who come into contact with the organization also experience that they are treated fairly and respectfully.

As a certified evaluator I've developed a method in 2016 for how to anti-discriminate organizations based on seven grounds for discrimination. This was a ground-breaking approach. The method is called equality integration. I've worked to integrate gender equality into the activities of the European Social Fund and the Equality Ombudsman. 2014-2017 I was one of the members of the Equality Minister's Gender Equality Council.

I've written a handbook called *Hundred Possibilities to Recruit Without Discriminating*. It is a compilation of the world's collected research on how discrimination can be prevented. Later this year my book *The Equal Workplace – a handbook for taking active measures* will be published.

For five years, I've handled a network of equality coordinators from 32 of Swedish universities in order to get their work with active measures to flourish.

I have a master's degree in political science (with a specialization in democratization) and a teacher's degree, I am well acquainted with norm-critical pedagogy and have trained groups since the 1980s. Other studies: project management, change management, gender studies, law, social science, sociology, human resource management, work environment etcetera.

My work for creating an inclusive culture is sometimes challenging, when it comes to implementation. I've worked with groups of team members characterized by destructive and exclusive behaviours. After revisiting those workplaces I've noticed positive changes.

For me human rights are ultimately about being accepted for who we are and for our thoughts. My vision of justice and equal opportunities have always guided me through my professional career. What fascinates me is that it is possible to change an organization with the help of new insights.

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