

## Organization development from a student perspective



### Strategic consultation for change

Equal Relations helps universities to fulfil their visions. It is by offering the methods for how the visions at the central level can be realized in everyday life, at all levels in the organization, that we see that our contribution can make a great change. It is about having the arguments to convince the leaders of the organization and finding the right management strategies.

### Integration of different perspectives

We support universities in their work on gender mainstreaming. It is about organizing the business, finding areas for improvement, developing and evaluating processes so that gender equality perspectives are incorporated into all decision making in work processes at all levels of the organization or a project. But what about the other grounds of discrimination?

On behalf of the Equality Ombudsman, we have developed a method for how non-discrimination can be prevented based on seven grounds of discrimination. In short we do analyses of the employees' work processes together with the staff in our search for risks of discrimination on the basis of seven discrimination grounds. In support of their work, we then create checklists with question batteries for self-reflection.

### Development of the work for equal rights and opportunities

We help universities to develop different parts of their *systematic work* for equal rights and opportunities. We propose effective measures based on a large knowledge bank of best practice. We are certified evaluators and make *follow-ups* and *evaluations* of ongoing processes, preferable based on established indicators.

Our consultant, Patrik Edgren, has been working on university-related issues since 2010 when he became project manager for DO's first supervision of the university's work from a student perspective. He participated in several other supervisory efforts and compiled information on how different universities work. 2012-2017, he was the leader of knowledge development in The Equality Ombudsman's Network for 36 universities and their coordinators.

*Widening participation* is an area where we want to be a driving force. We see that the universities can do more to attract students from underrepresented groups, to provide distance education and to apply and to use alternative selections methods when recruiting. Equally important is the involvement of different groups at the university in the work for *retention*, where career development talks and follow-ups are of great importance.

This work is deeply dependent on the *student environment management*. Patrik Edgren has been working as specialist in this area for the Teachers' Union. Therefore, we can offer high quality support in this field. Here we've noticed that organizations need a lot of help. There is usually a systematic work management going on. However, in order to comply with the Discrimination Act, it must be conducted on the basis of seven discrimination grounds. The work in these two areas can fertilize each other. We can help you with coordination.

In order to succeed higher ambitions are required than to create a safe study situation. We are experts on *inclusion* and can therefore help to create the conditions for a study environment where everyone can feel involved and included in the community with all their differences.

With regard to the areas of *parenting, teaching methods, the organization of education* as well as *examination* and *assessment*, we can assist with workshops and tips on concrete methods for staff responsible for the design of the educational activities.

### **Does this sound interesting?**

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The logo for Equal Relations consists of a horizontal bar divided into two sections: an orange top section and a teal bottom section. The text "EQUALRELATIONS" is centered in white, uppercase letters across the teal section.

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