

## Diversity and Inclusion in the Workplace

Quality Hotel View, Malmö, Sweden

11 – 13.6.2019

### Tuesday, 11.6.2019: *Norm Critical Approach*

9.15–9.30	Course registration	
9.30–9.45	NIVA welcome and general information	<b>Cecilia Weckman, NIVA</b>
9.45–10.15	Introduction to the course	<b>Annette Risberg, DK</b>
10.15–10.45	<i>Coffee/tea and refreshments</i>	
10.45–12.30	Introduction to diversity in the workplace	<b>Annette Risberg, DK</b>
12.30–13.30	<i>Lunch</i>	
13.30–14.45	Norms, prejudices and intersectionality <i>Norms make up a major part of how we navigate and view gender identity, ethnicity, race and sexuality. But is there a way to become more aware of our prejudices and how we act upon them? In my presentation I will give a short introduction to norm criticism, intersectionality and work and activism experiences from my daily work.</i>	<b>Fahad Saheed, DK</b>
14.45–15.15	<i>Coffee/tea and refreshments</i>	
15.15–16.15	Norms, prejudices and intersectionality, <i>continues</i>	<b>Fahad Saheed, DK</b>
18.00 –	<i>Dinner at the hotel</i>	

### Wednesday, 12.6.2019: *Inclusive Work Environments and Unconscious Bias*

9.00–15.00	This module will address diversity and inclusion through unconscious bias and how it can be dealt with via norm critical methods. The participants will both learn about the mechanisms of unconscious bias as well as be introduced to a range of methods and tools to outsmart the human mind. The methods and tools are designed so that the participants can bring them back – and use them – in their own organizations.  <i>Diversity and inclusion at the workplace is much more than the business case approach to increasing the number of minorities in an organisation. Managing diversity and inclusion at a workplace</i>	<b>Sara Louise Muhr, DK</b> <i>leads the day,</i> <b>Annette Risberg, DK</b> <i>facilitator</i>
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*starts with a diverse and inclusive work environment, that is, how people in an organisation interact and relate to each other. Much of human interaction is, however, based on unconscious or unknowing categorisation of other human beings. This means that we evaluate and judge fellow co-workers and collaborators before we are even aware of it. This most often influences our abilities to create diverse and inclusive work environments negatively. Managing diversity and inclusion at the workplace is therefore largely about outsmarting the human mind.*

10.30–11.00 *Coffee/tea and refreshments*

12.30–13.30 *Lunch*

15.00–15.30 *Coffee/tea and refreshments*

16.30–21.00 *Social program and dinner*  
 Guided tour of the *Warhol 1968* exhibition in Moderna Muséet in Malmö and after that dinner at the Turning Torso.

#### Thursday, 13.6.2019: *Diversity and Equality Work*

9.00–10.30 Introduction to gender, work environment and learning **Minke Wersäll, SE**  
*facilitator*

10.30–11.00 *Coffee/tea and refreshments*

11.00–12.30 Group work with focus on tools and models gender in the workplace **Minke Wersäll, SE**  
*facilitator*

12.30–13.30 *Lunch*

13.30–14.45 Diversity and equality strategy and plan – working with your own organization **Annette Risberg, DK**

14.45–15.15 Certificates and closing of the course **Cecilia Weckman, NIVA**  
**/ Annette Risberg, DK**

15.15–15.45 *Coffee/tea and refreshments*