

EUROPEAN INCLUSION

A Diversity Newsletter provided by the Equality Foundation and the Sweden 2000 Institute

In over 20 years of collective efforts to help organisations use human differences for productive and sustainable improvements, The Equality Foundation and the Sweden 2000 Institute recognise that it is our dialogue with you the customers that drives the development of new ways to address this eternal challenge.

With this newsletter we are opening a new space to three things:

- To inform you about diversity events, best-practice organisations, diversity methods and tools, updates on legislation in Europe.
- To be used as a tool for dialogue on diversity matters.
- To educate about the many different dimensions to diversity.

If you do not want to receive any further newsletters, please inform us on:

ah@sverige2000.se or mv@sverige2000.se

FEED model

Free workshops in Stockholm and Gothenburg, Sweden, June 2003

Why bother to Attend?

For those truly committed to excellence in diversity, the workshop will introduce you the six elements of sustainable diversity progress. For those who are new to Diversity as a tool of organisational improvement, you gain an understanding of nine elements that are foundation for efficient development

For everyone it provides the only way to confirm and certify that your diversity efforts is not only warm words and rhetoric but effective action.

In introducing **FEED** (*The Framework for Excellence in Equality and Diversity*) we will be supporting your organisations in the review and development of a strategic diversity approach. The workshop will introduce the improved **FEED** model built on eight years of wide use across all sectors and sizes of organisations.

The workshops will take place in:

Stockholm, 2 June 2003, 13.00 – 16.00 hrs

Gothenburg, 3 June 2003, 13.00 – 16.00 hrs

UPDATE

FEED Bronze Awards spring 2003

Congratulations!

In spring 2003 two organisations joined the exclusive club of **FEED Bronze Awards** holders. This means their commitment to diversity manifested through their methods, practices and future plans show that they are and will continue credible and inclusive progress to make diversity a key driver of their efforts to achieve excellence in what they do.

They are:

County Administrative Board
Stockholm, Sweden

Job centre plus
East of England, UK

UPDATE

International Diversity Conference

Gothenburg 20th May 2003

In this new month of May we look forward to you joining this unique partnership conference organised by The Sweden 2000 Institute in co-operation with the Equality Foundation and the Centre for Diversity and Business in Gothenburg, Sweden, on the 20th May 2003.

The event is designed for those interested in improving their diversity efforts by:

- providing learning about successful diversity strategies and methods
- introducing the new European legal framework on discrimination
- using the wisdom of the range of experienced facilitators from U.K and Sweden to solve challenging problems
- updating your knowledge of how diversity can be used as a tool for excellence

The New European Framework on Discrimination and Equal Treatment

On the 13th of February, 2003 the Article13.net in partnership with PriceWaterhouse Coopers arranged a workshop in Brussels. 50 delegates representing approximately 40 European companies and organisations participated in the workshop. The workshop focused on:

- What are the main features of the new legislation?
- What is the timetable for implementation?
- What areas of impact can we foresee for business?
- How does the new legislation fit with other key issues facing business?

If you are interested in receiving workshop documentation, please contact the Sweden 2000 Institute.

Advanced Diversity Facilitation Training Tanzania 29th Sept – 5th October 2003

In response to the diversity challenge of the 21st century an **Advanced Diversity Facilitation Training** event will be arranged in Tanzania on the 29th September – 5th October 2003.

The objectives are:

- Increase the depth of understanding of the issues and dynamics of human differences
- Develop a system for both emotional and intellectual analysis of own effectiveness
- Sharpen competence in how to generate ownership and delivery of sustainable change
- Develop capacity to continuously improve own capacity
- Understand and develop competence in a wide range of tools and techniques

A similar event was held last year and to the delight of the participants they were exposed to a wide range of techniques and models from the U.K, Sweden and USA. The facilitators come from a range of challenging and interesting perspectives.

We look forward to seeing you there! A separate invitation will be sent out.

REPORTING

Diversity initiatives at Skandia, Sweden

In February 2002 Skandia adopted a diversity policy stating the company's commitment to, equally value people's ability regardless of age, gender, disability, sexual orientation, ethnic background or religious belief. On a broader scale, the policy is about embracing the immense variety among individuals and making that work for the good of the business.

For Skandia Liv, with offices in Stockholm, Sandoval and Gothenburg, the journey towards a more diverse workforce began some time ago. Since the year of 1997 the Gothenburg office has worked closely with the national employment insurance office to actively seek competent persons with different ethnic background. The motivation was two-fold: first, the changing demographics of Swedish society, with 27 percent of the population expected to have a foreign background by 2015, and second, Skandia Liv's commitment to mirror the society in which it operates.

The growing diversity of Sweden's population, as well as the ageing of its population, means that large employers such as Skandia need to look at the demographics of its own workforce, not only to ensure that it has a sufficient number of people to carry on its business, but also to ensure adequate international competence among its staff in a quickly globalising world.

Skandia Liv has established a diversity plan and a report that presents its diversity project. In the Gothenburg office about 22 percent of the workforce has a foreign background. In the city of Gothenburg, about 32 percent of the population are immigrants. Adapting to differences takes time and work, and perhaps a change in routine is needed, but that is all part of creating a culture in which diversity becomes an opportunity for all.

Skandia is now working on implementing diversity in all of its activities in Sweden.

Read more about Skandia and the diversity programme at www.paraplyprojektet.se

Diversity initiatives at Volvo Cars, Sweden

One of the current diversity initiatives at Volvo Cars in Sweden is a project named the **DISI** project. **DISI** stands for *Diversity in the Swedish Industry*. It is a diversity project with the aim of strengthening the competitiveness of the Swedish industry by increasing the diversity in the companies. The project consists of Volvo Car Corporation Purchasing and five of their suppliers – Autoliv Sverige AB, Finnveden AB, Nolato Lövepac AB, Plastal Group AB, Semcon Sweden AB – as well as Scandinavian Automotive Suppliers, CEMPI (Centre for Multiculturalism and Practical Integration), SIF, The Leo Research Group (Management of differences) at The School of Economics at Gothenburg University, and IVF Industrial Research and Development Corporation.

The goal of the project is to create conditions for utilizing as many of the employees different perspectives and experiences as possible. **DISI** will firstly focus on changing values and attitudes on diversity issues within the management groups of the six participating companies.

DISI is 50 per cent funded by Equal, a program initiated by the European Social Fund.

For more information <http://extra.ivf.se/disi>

SUGGESTED READING

**“Building Workplace
Equality, Ethics, Diversity and Inclusion”**

Edited by Nelarine Cornelius, published by Thomson, ISBN 1-86152-585-0

It is a book written by a collection of writers exploring diversity from a range of perspectives. It especially explores some of the academic and implementation issues that help to drive effective thinking in this area. It offers a structured approach to intervention. It will be useful for any real student of diversity and equality.

SUGGESTIONS AND FEEDBACK

It will be great if you can contact us with ways in which we can improve this effort to keep you informed. We welcome comments on anything raised or you think we should cover.

Contact us at e mail: ah@sverige2000.se or mv@sverige2000.se

Your next number of **INCLUSION** will reach you in August.



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