



diversity for

growth • profitability • success



About the network Framtidsskapet and our standpoint.

The network was formed in 2001 by several organisations in the county of Uppsala. We started discussing how we – as representatives of different organisations in the county – could act together to increase diversity in the labour market.

There is a lack of employees within several branches at the same time as there is structural unemployment in the county. Alongside this paradox, some people are excluded from the workplace because of age, gender, etnical background, disabilities, sexual orientation or long-term illness.

Unemployment cannot be solved only by measures directed toward the unemployed. Efforts must also be made by the employers and employees. This means that we, the employers, trade unions and volunteer organisations of today, have to examine our own values and attitudes; how can we learn to better understand, handle and utilise the opportunities that exist within diversity? We have to gain a better knowledge and obtain a higher level of awareness concerning how our own internal systems, structures and processes for recruitment, competence development and possibilities for career training are formed - and thus also examine if these structures in our organisations should be formed differently or completely changed.

For the public sector diversity is a matter of reliability toward the citizens. For the private sector it is a matter of discovering benefits connected to the competitive situation, in the present market as well as in the possible future markets.

Diversity is necessary for the economic growth in the county of Uppsala.

The following organisations are part of the network:

- Apotekets kundcentrum i Uppsala
- Arbetsförmedlingen i Uppsala
- C-framåt, regional samverkan i Uppsala län
- Europeiska unionen, europeiska socialfonden
- Folkuniversitetet i Uppsalaregionen
- FöreningsSparbanken Uppsala
- Implement Diversity
- Kunskapsbolaget Integra
- Landstinget i Uppsala län
- LO-distriktet i Uppsala län
- SISS Competence
- Svensk handel, Uppland
- Svenskt Näringsliv regionkontoret i Uppsala
- Uppsala kommun



Janus

– in mythology the god that has given name to the month of January. He has the ability to look backward and forward at the same time.

Bertil Vallien, glass sculptor has designed this symbol, which we have chosen as our "torch".

"The torch" – (The Integration of Diversity Prize) a symbol for a continuous work

Diversity in the Swedish society is – without a doubt – a fantastic resource!

To maximise the opportunities of diversity there is a need for a strategic and conscious approach as well as an open mind. Diversity itself is not the final result or the ultimate goal to reach because diversity is always different, depending on in which environment it is viewed. Diversity should rather be "the road to walk", a "way of thinking and being" or a strategy for leadership, continuously requiring energy to be able to be the resource it has the capacity to be.

Diversity also implies responsibility. We all carry that responsibility. Executives, directors, coworkers, human beings, no matter what title we bear, we all have the responsibility to take care of and protect each individual's unique qualities.

Diversity is a matter not only of everyone's right but also of the practical possibility to be exactly the one you want to be.

Since diversity is a process, continuously flowing, we, the representatives in the network Framtidsskapet, have chosen the torch as a symbol for diversity.

"The torch" shall secure the continuity, but also the commitment and the intention during the journey. Receiving the torch is a great honour. It can be given to a person or to an organisation that recently has called attention to diversity issues or in a way worthy of imitation has promoted diversity. The torch can also be given to someone who clearly has stated that their aim is to initiate a deliberate and focused work for diversity. However, with the torch comes another responsibility; the responsibility for pushing this very important work one step further...



Diversity – this is how we see it ...

Diversity to us in Framtidsskapet means being open for people being different. It also means that every human being in society and in work life must be given the possibility to develop him- or herself into who he or she wants to be. Diversity is utilising the competence and the resources within every individual. But not until we have learnt to see the whole person behind such factors as for example age, gender, etnical background, disabilities, sexual orientation or long-term illness will we be able to do so...

It is a matter of us opening our doors, our minds and our internal structures.

A well led and managed diversity is crucial for the economic growth in our county.



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The network Framtidsskapet – working for diversity:



ImplementDiversity
mångfald och organisationsutveckling



Landstinget
i Uppsala län

Arbetsförmedlingen

SVENSK HANDEL  **UPPLAND**

Apoteket
Apotekets Kundcentrum i Uppsala

SISS Competence

Folkuniversitetet
Kursverksamheten vid Uppsala universitet

