

2023 REPORT

**D
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**DIVERSIFY
NORDICS
SUMMIT**



diversify
COME AS YOU ARE

DNS 2023

THEME: Diversity and Inclusion through an
Equity, Justice and Intersectional Lens

Nordic focus on



DENMARK



**FAROE
ISLANDS**



FINLAND



ICELAND



GREENLAND



NORWAY



SWEDEN



SÁMI/SÁPMI



**ÅLAND
ISLANDS**

Date & Place

29.09.2023, Oslo, Norway



The Diversify Nordics Summit (DNS)

- **first-of-its-kind** conference on Diversity, Equity, Inclusion and Belonging (DEIB) in the Nordics
- crowned as the **most intersectional** conference when it comes to speakers and attendees
- providing **regional and global insights** into practical, impactful, and measurable solutions to workplace and societal challenges



The Diversify Nordics Summit (DNS)

- full day conference with mainstage and simultaneous side-stage sessions
- **15.5 hours of knowledge and experience-packed content**
- to increase knowledge transfer, **recordings of all sessions were available** to both in-person and online participants **for 2 months** after the conference



DNS 2023 IN NUMBERS

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875+

**In-person
Attendees**

200+

**Online
Attendees**

52%

**International
attendees**

94

Speakers

69.1%

**International
speakers**

60%

**Women
Speakers**

6

**Press
articles**

35

Partners

16

**Panel
discussions**

7

**Keynote
speeches**

4

Workshops

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DNS 2023 SPEAKERS



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Focus on intersectionality

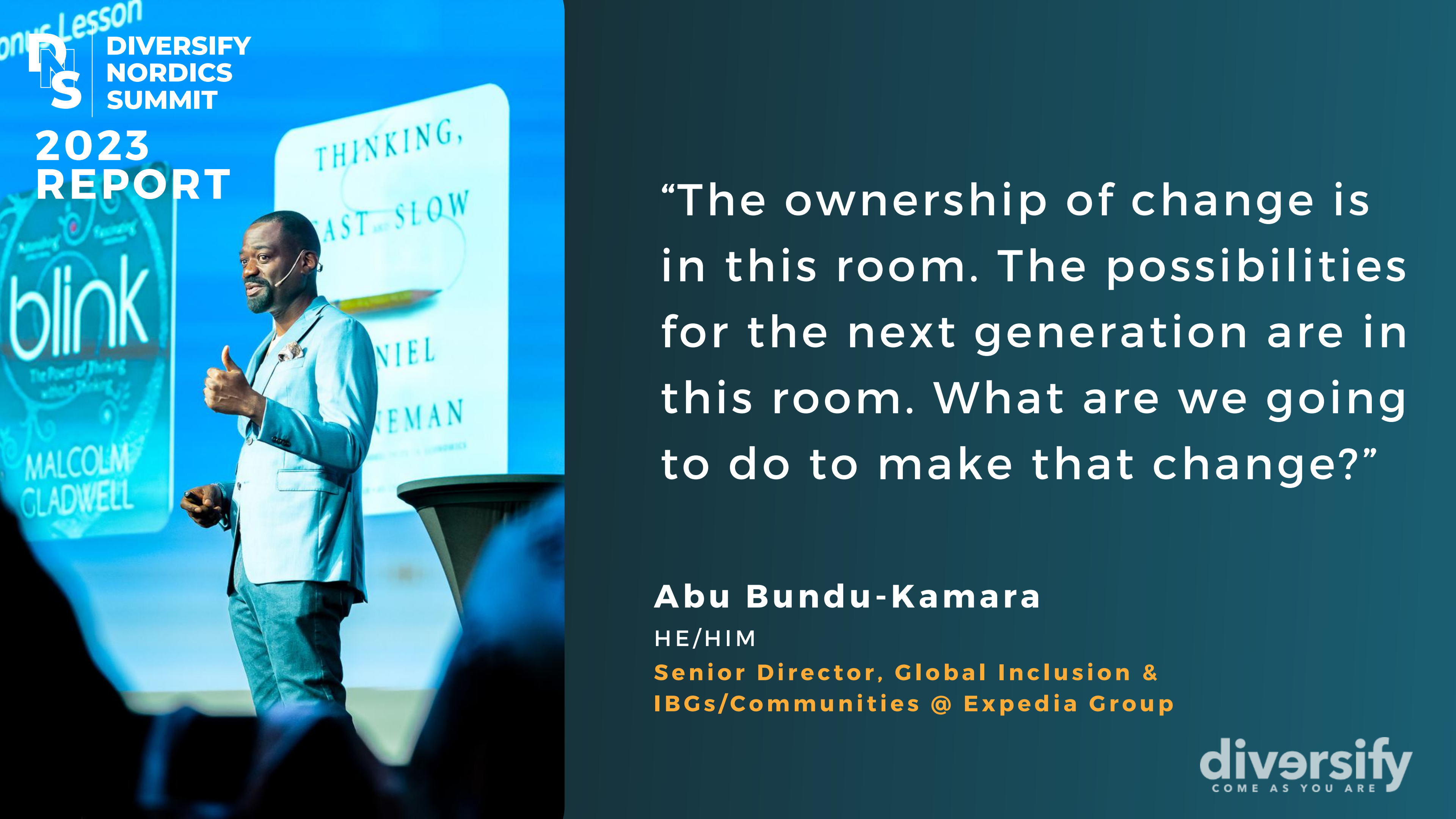
The Diversify Nordics Summit is dedicated to authentically representing the rich diversity of the Nordic population. Recognizing the imperative to amplify the voices of marginalized communities in the realms of diversity, equity, inclusion, and belonging (DEIB), we proactively curated a roster of speakers that spans a broad spectrum of identities.

Focus on intersectionality

Our deliberate approach ensured the inclusion of voices from various backgrounds, such as indigenous communities, individuals of Black and South-East Asian descent, representatives from the Middle East and North African region, people with both visible and non-apparent disabilities, members of the LGBTQIA+ community, or white men who have been underrepresented in DEIB dialogues.

This intentional selection process reflects our commitment to fostering a truly inclusive and representative platform, where diverse perspectives converge to enrich the discourse on DEIB in the Nordics.

MEMORABLE QUOTES FROM THE DAY



“The ownership of change is in this room. The possibilities for the next generation are in this room. What are we going to do to make that change?”

Abu Bundu-Kamara

HE/HIM

**Senior Director, Global Inclusion &
IBGs/Communities @ Expedia Group**



“In order to be understood we also have to be open to understanding. By creating a culture of understanding I really believe that our multilayered and unique differences can truly become our superpower.”

Winta Negassi

SHE/HER

**Head of HR, Northern Europe
LCS @ Google**

Resistance

Picture: Carl-Ju

“Any project that is brought to our lands without consent is a colonial crime.... No state can decide if indigenous peoples have rights, but states can only decide whether they respect those rights or not.”

Áslat Holmberg

HE/HIM

President @ Saami Council

TESTIMONIALS



“Thank you for a wonderful event with skyrocketing keynotes! This is the most eventful moment for everyone who is attached to DEI work. Diversify Nordic Summit leaves every DEI event behind and clearly the most important place to be that should not be missed! So much learning and meaningful insight which lightens up lots of opportunities.”



Yasir Ahmed

HE/HIM

**Chief consultant - Business
Consulting @Experis**

**DO YOU WANT TO SUCCESSFULLY
RECRUIT A DIVERSE TEAM?**
Here's how. But wait, how are you going
to retain and advance them?

2023

Moderator:

**John
Bentham
(He/Him)**
Head of
Employee
Development
at Farmforce



**Tora
Lerh
(He/Him)**

Regional Head
at Med



**Yasir
Ahmed
(He/Him)**

Chief of
at Exper



**Tina Gaardsøe
Albrechtsen
(She/Her)**

Director Equality,
Diversity & Inclusion
at Ramboll





“I had the wonderful opportunity to do a keynote in this room that was full of DEI professionals, experts and allies - there were about 800 people in the room and many more online! The DNS Nordics summit is by far THE most intersectional event in the Nordics. There was such amazing representation from all the countries in the Nordics and beyond, the global south (i.e. global majority) and across multiple intersectional dimensions of diversity!”



Dr. Poornima Luthra

SHE/HER

**Author | Educator | DEI
Expert**

**Leading
Through
Bias**

**Leading with
allyship**

**Leading with
accountability**





“I think the most powerful thing (about DNS) for me was the focus on intersectionality, which I think is the next phase of DEIB that we really need to focus on and we need to be intentional about it in our talent and customer pool. So for me to be here (at DNS), I have learned even more, and gone even deeper. I have heard powerful stories that have been shared. And I think that the best way to learn is to listen to the stories that create lasting impact.”



Tine Austvoll Jensen

SHE/HER

CEO @ Google Norway



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“...On Friday attending the Diversify Nordics Summit,... meeting and engaging with so many interesting people at the ID&E photobooth supported by an amazing AWS team.... Thank you Chisom and her wonderful team for giving Ursula Koski and myself to drive a workshop around ERGs as a driver for workplace inclusion: Lessons from Amazon. And what an honour to deliver the keynote “Dear White Women: Bridging Privilege and Power to Drive Equitable Change.”



Nathalie Håkenstad

SHE/HER

**Enterprise Account Manager
@ Amazon Web Services**



“Yesterday was pure enjoyment... I don’t want to highlight any keynotes or panel above others it was just an amazing day convening over 800 Nordic doers and shakers from public institutions, corporates to culture and activist to combine our forces in wisdom and collaboration. But I have to say that the Artic presence from Sápmi and Kaalalit Nunaat makes me more hopeful that denial is on the way out and a decolonized Nordic region is on the way in! How blessed am I really getting to do this work! And how wonderful to partner with and bring along Responsible Leaders as both participants moderators and input givers.”



Thandi Dyani

SHE/HER

**Director, Nordics & Africa @BMW
Foundation Herbert Quandt**

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“To this day, the only event I've ever been to that featured multiple (!) openly transgender and non-binary people on various panels that had absolutely nothing to do with gender or LGBTQ+ topics at all was at the Diversify Nordics Summit.

I'm still not over it. More of that energy all round instead of your usual run-of-the-mill tokenism, thank you.”



Emil Novák-Tót

(HE/HIM/HIS OR E/EM/EIR)

Founder & Consultant
@in it for CHANGE



“Back to back events last week finalized with Diversity and inclusion through on an equity, justice and intersectional lens in Oslo! It was a vibrant day full of knowledge sharing, full of emotions, data, insights where 800+ audience wanted to share the space for belonging and true impact. Call this land Eana in Sami or Pachamama (Inca), we all want Nordics to get it right.”

...



Kamilla Sultanova

SHE/HER

DEI Expert and Consultant

BANDWAGONERY, PERFORMATIVE ALLYSHIP, AND TOKENISM:

How can data make us accountable to
creating intersectional and sustainable
DEIB interventions?

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Moderator:

Francesca
Partridge
(She/Her)

Co-Owner/
Consultant at
Racial Equity
Consultants



Abel
Buko
(He/Him)

Sustainability Manager



Roxanne
Mårback
(She/Her)

Social Impact and DEI
Lead, Climate Change &
Sustainability Services,
Sweden



Marianne
Egelund Sliig
(She/Her)

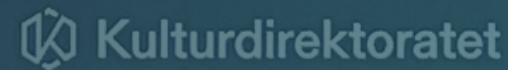
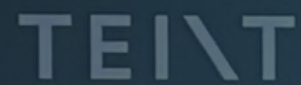
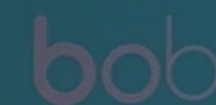
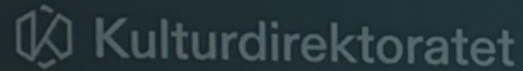
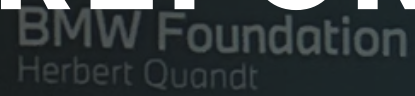
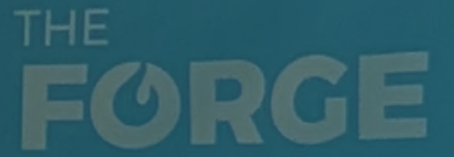
CEO of Mannaz



Guðrún Hildur
Ragnarsdóttir
(She/Her)

Founder of Keeps
President for
MEAs
Group

PARTNERS



DIVERSIFY NORDICS SUMMIT 2023

CORPORATE PARTNERS



BMW Foundation
Herbert Quandt



THE
FORGE

diversify
CONSULT

os!o
innovation
week 25–29 Sept
2023

os!o
Oslo Business Region



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COLLABORATION PARTNERS

EQUALITY
CHECK



TheConduit

Diversity
Factor.



dei
dei



Femme | Lead



•iteo

DIGITAL OUTREACH

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DNS2023 was primarily marketed using social media of Diversify and Diversify Collective - Diversify's special account focused on our three main annual initiatives: The Diversify Nordics Summit, The Blaze Inclusion Awards and The Annual.

The following page showcases the increase in followers of Diversify & Diversify Collective combined, during the period since November 2022 to November 1st 2023.

DNS2023 social media following



4475 followers
+15.52% from 2022



7592 followers
+33.5% from 2022



3571 followers
+81.55% from 2022



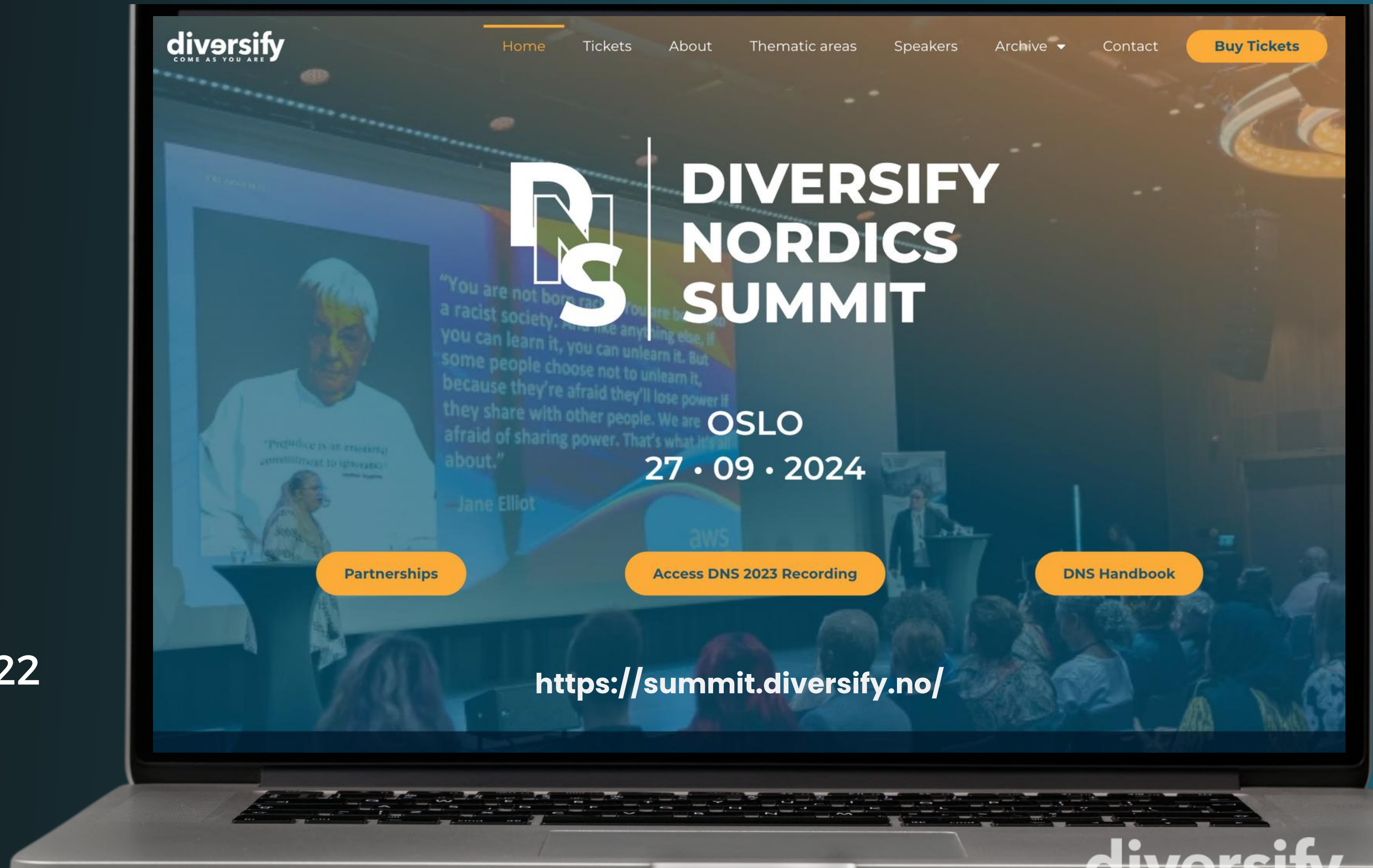
2563 subscribers
+50.2% from 2022

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**Website
users**

3900

+22% from 2022



DNS 2023 VIDEOS

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**One of the
initial promo
videos**



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**Join us for the largest
and most impactful
Diversity, Equity and
Inclusion Conference
in the Nordics**

**Video showcasing
the atmosphere
during the day of
the conference**



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PRESS

Links to press articles:

published by 1.11.2023

Yahoo Japan:

▶▶ Link 1

▶▶ Link 2

Salzburg Global:

▶▶ Link 5

DN Norway:

▶▶ Link 3

NTB Norway:

▶▶ Link 6

Digi Norway:

▶▶ Link 4



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WORDS FROM THE DIVERSIFY TEAM

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“DNS is a dream materialized. I am so humbled to be the vessel from which DNS came to be. From imagining it, to creating and bringing it to life - I remain grateful for the far-reaching support. The collective depth of cross-sectoral insights and knowledge is unmatched. I am grateful for my team who labour for months to create this unique space with me. I am also thankful for the participants, speakers and partners who co-create this remarkable community.

DNS2023 was even more impactful than DNS2022, and we are eagerly looking forward to DNS2024.”

Chisom Udeze

(SHE/HER)

**Economist, DEIB expert,
Founder @Diversify**



“As one of the managers of the Diversify Nordics Summit 2023, I am sending a virtual round of applause to our incredible team, speakers, volunteers, attendees and partners. From juggling logistics with the finesse of a circus performer to executing a conference that seemed too smooth to be true, we managed to shine light on some truly important topics.

In the spirit of how Diversify works, we delivered a conference that was even bigger, more intersectional and more impactful than the year before. We questioned, we sang, we discussed, we laughed and even shed some tears, but most importantly we came together in honesty, vulnerability and authenticity.

Thank you all for a great conference! Now it is the responsibility of all of us to apply what we have learnt and continue co-creating a world which is more just and inclusive for all of us.”

Zuzana Warden

(SHE/HER)

**Project & Research Manager
@Diversify**

**THANK YOU FOR
JOINING US!**

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NORDICS



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contact@diversify.no



Website

<https://summit.diversify.no/>



Tickets



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