Diversity Manifesto
«Mangfoldsoppropet»

Background

Global forces are now rapidly undermining and reversing the progress made in the last decades in terms of equality and diversity, and our values are under great pressure. More than ever, we need clear counter-voices and role models who stand up for an inclusive and democratic future.

The time has come to clearly distance ourselves from these forces and to signal that Norwegian business and technology sectors need diversity and inclusion, and that we must commit to continuing our focus and work.

ODA-Nettverk has therefore joined forces with Telenor and Digital Norway and invites the rest of the technology industry and others to sign a Manifesto for diversity – The Diversity Manifesto!

The Diversity Manifesto is a commitment from top leaders and businesses to be visible ambassadors and drivers for inclusion and diversity (DE&I – diversity, equity & inclusion), also in a time when it requires courage.

The Diversity Manifesto commits senior leaders to preserving and strengthening efforts towards inclusion and diversity

Commitments

1. Visibility and Role Model

As a senior leader, I commit to using my voice and position to promote inclusion and diversity, both within and outside my own business.

Activities:

• In connection with signing the Manifesto, I share publicly (LinkedIn, etc.) that I support the Manifesto. Going forward, I will be a clear and visible ambassador for inclusion and diversity.

• I commit to promoting inclusion and diversity in my work both within and outside my own business and with the board and owners, and as a partner, purchaser and supplier.

2. Committed strategy

I commit to the business integrating inclusion and diversity into our strategy and setting measurable KPIs and measures.

Activities:

• Diversity and inclusion is part of our strategy, and this is clearly and visibly communicated in internal and external channels, such as the website, intranet and annual report.

• We establish and follow up on specific and clearly communicated diversity and inclusion goals for recruitment, talent development and management.

3. Transparency and responsibility

I will be a driving force for technology and digital solutions developed by my company to be developed with respect to goals and strategies for diversity and inclusion.

Activities:

• The technology solutions we develop (in-house or by a development agency) take diversity and inclusion into account and are based on "best practices" around preventing "bias" (diversity by design).

• We evaluate how our digital products and services are with respect to diversity and inclusion and take action if we discover "bias" or biases.

By signing this Manifesto, I take active responsibility for creating an inclusive and diverse workplace where everyone has equal opportunities to succeed. Diversity is not just a goal - but necessary for building strong and profitable businesses.

By signing the Manifesto, I, together with my company, take a clear stance for diversity and inclusion. Together, we are building a more inclusive and sustainable future - both in business and society as a whole.

I hereby sign the Diversity Manifesto, City, Date (YYYY-MM-DD)

Name:

Rank:

Activity:

Signature: _____

About the ODA-Network

ODA-Nettverk is the Nordic region's leading network for diversity in technology and it has been active for 20 years to strengthen representation and inclusion in the tech industry. With over 12,000 members across industries and regions, ODA is a key driver for change in Oslo, Bergen, Innlandet, Trondheim, Sør-Vest and Sørlandet.

ODA-Nettverk is a voluntary organization built on the commitment of enthusiasts and the support of over 70 partners. The network works for a more diverse and sustainable technology society – in line with both national ambitions and the UN's Sustainable Development Goals. With the values of inspiration, courage, strength and passion, and the vision Lead the Change, ODA-Nettverk is a catalyst for the technology and society of the future.

About Digital Norway

Digital Norway is a non-profit started in 2017 by a number of committed business actors to accelerate the digitalization of Norwegian working life, with a special focus on small and medium-sized enterprises.

About Telenor

Telenor Norway is the country's largest digital service provider within mobile, broadband and TV services. Every day we work to lead the way in the digitalization of Norway and develop the best digital security services for our customers. Telenor Norway has just under 3,000 employees in 20 offices in Norway, and is part of the Telenor Group, which has operations in eight countries.