

# **What is visible & what's not in plans for diversity & gender equality?**

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# Diversity & gender equality at a Swedish medical institute

- For this analysis 22 diversity & gender equality plans
- Anti-discrimination laws – gender, ethnicity & religion
  - Prohibition & demand on active measures
  - EU directive, national law, templates from the central organisation, plans on the local level
- Perspective
  - Social construction
  - Gender order - Keep sexes apart, men norm/general subordination of women

# Plans reproduce what they aim to change

- Harassment & discrimination assumed without examining it
  - staff suspected for bad behaviour
- Attitudes & values among staff in need of examination
- Focus on individuals not structures -leadership & organisational practices invisible
- Women measured (shortage) & immigrants integrated
- Genderorder reproduced & similar order for making ethnicity
  - Keep sexes apart & Immigrants apart from Swedes
  - Women and immigrants in need of special treatment - subordinated /Men & Swedes invisible

# What needs to be done?

- Legislative level
  - Separate the measures against discrimination from the prohibition against discrimination?
- Organisational level
  - How to create an organisation without discriminative practices
  - Integrate the work for diversity in the business activities
  - Make the leadership responsible for their management