

# Annual Report - 2019



Diversify  
Kirkegata 6b,  
Lillestrøm, Norway  
Org: 921 310 161

**diversify**  
COME AS YOU ARE



# **BUILDING BRIDGES & MAKING IMPACT THROUGH OUR WORK**





# ABOUT

Diversify is a non-profit organisation that actively works and advocate for an inclusive, diverse and responsible society across socio-economic and professional lines. Inclusion is an ongoing – not a 'few session' – training.

Our belief of diversity as a resource cements our work on projects that seeks to see everyone thrive on a basis of **diversity, inclusion, social integration, employment opportunity, mental health and wellness.**



# ABOUT (Cont'd)

We aim to foster a growing, supportive and judgment free community that thrives on empathy, diversity, and opportunity for all, whilst rejecting the fear of the 'other'. We are hands-on in our approach and believe that people can flourish if they have an enabling society, workplace and community. Our primary goal is to provide the platform and resources to enable and support inclusive socio-economic advancement for all.

## **Our immediate areas of focus are twofold:**

- 1) to advocate for and impact **workplace inclusion in Norway** across all diversity variables (including but not limited to age, race, gender, creed, nationality, language, religion and sexual orientation)
- 2) to design and execute projects that promote **employment opportunities via entrepreneurship, social belonging**, and **mental health and wellness** for people of immigrant or international backgrounds in Norway.







## **A Note From Our Board**

*In 2019, our work with Diversify has reached new heights. Our event offerings have increased by a factor of five (5x) from the previous year. In addition to our strong advocacy for employment inclusion and opportunity for our target group, we have expanded our work areas and mandate to include projects targeted at fostering stronger community ties and promoting mental health and wellness. Our physical and digital reach has amplified.*

*In 2019, we set out to offer more valuable events, bring stakeholders to the table, provide professional and personal resources for our target group, and build a closer community - we are happy to say that these objectives were met and exceeded. In 2019, we launched our widely successful Diversify blog where we write about relevant topics, as well as highlight empowering women in our communities. We also shared reflections and lessons learned on most of our events, which was disseminated through our social media accounts and made permanently available for all to access at any time.*

*We remain encouraged by our community members who continue to show up for our events and contribute to our work. Value creation remains the primary focus of Diversify's work and we are encouraged by direct feedback received from our target group of the value our organisation continues to bring them.*

*Our belief in collaboration has cemented our work this year. In this regard, we have collaborated with many organisations and stakeholders to provide impact, change and create value. We continually liaise with our community and target group who provide us with invaluable feedback that we take into account whilst we set goals and design projects targeted at bringing solutions to the challenges they face.*

*In 2020 and beyond, we aim to continue to strengthen our position and work on diversity, inclusion, employment opportunity, community building and mental health and wellness. Consequently, we will continually design projects and curate value-packed events that build bridges by connecting the majority (Norwegian society) to the minority (immigrants). In 2020, we plan to launch our own physical meeting place (offices and event location) accessible to the public, where we can focus a significant part of our efforts on the following:*

- 1) Skills training to promote entrepreneurial and employment opportunities for our target group.**
- 2) Women civic participation, empowerment and opportunities across social, economic, professional and personal lines.**
- 3) Mental health and wellness for our target groups.**
- 4) Data-driven research that provides clarity on the challenges our target group face, the impact of our work and projects, and best practices from lessons learned.**

*In our opinion these four areas are the most effective ways to facilitate job creation, network and community building, and mental health and wellness for people (especially women) of immigrant and cross-cultural background.*





# Social Sustainability

*Our work at Diversify touches the eight sustainable development goals (SDGs) as listed below.*

## SUSTAINABLE DEVELOPMENT GOALS





# Financial Report

	2019	2018
<b>Income</b>	NOK 38,200	0
<b>Expenditure</b>	NOK 39,506	0

*\* We are very proud of the work that we have been able to accomplish through Diversify and on a limited budget. For 2020, we plan to triple the number of events we facilitate from 11 to 33 at minimum.*



# **2019 Impact & Reach**

**Number of People Reached (Events)**

**500 plus**

**Number of People Reach (Digital Platforms)**

**150,000 Plus**

**Number of Organizations Collaborated With**

**17**

**Number of Events**



**11**








# Some of Our Testimonials

 **Sara Pestana**  recommends Diversify.  
February 24 · 🌐

Diversify's events are interesting, involving and relevant! I love how they always post a reflection of each event to let everyone, even those who couldn't attend, know what happened and feel connected! Thank you so much for bringing people together in such a creative and collaborative way!

 Diversify 1 Comment

 Love  Comment  Share  Message 

 **Diversify** Thanks for your review and feedback Sara! Thank you for being a valued part of our community - we look forward to collaborating with you soon 😊.

 1

 **Chiugo Aghaji**  recommends Diversify.  
March 4 · 🌐

Diversify brought light and life to my first months in Oslo! As the name states, Diversify is a Hub of international diverse women working towards personal, professional and global development. It was amazing to meet like-minded, driven ladies; to chat, meditate and think differently about life's challenges, learn something cool and fun, find partners for future projects ..etc. My feelings after each meeting would run the gamut from contemplative and strategic to relieved and energized. I look forward to future events with glee!!!

 Diversify 1 Comment


 Love  Comment  Share  Message 


 **Diversify** Thanks Chiugo for your review. We are so glad that you found us, and in turn, we got to know you. It is always a pleasure to have you at our events. Women like you encourage us to continue to this work. Thanks for being a valued member of our community!

 **Nuran El Mahgary**  recommends Diversify.  
February 27 · 🌐

Wonderful space that immediately makes you feel welcome and gets you to connect with wonderful women from around the globe 😊

 Diversify 1 Comment

 Love  Comment  Share  Message 

 **Diversify** Thanks Nuran for your review and feedback. We are happy to hear you feel welcomed in space. Thanks for being a valued member of our community! 😊

 1



 **Jessica Cao**  recommends Diversify.  
February 21 · 🌐

I really enjoy attending Diversify's events, there are so many different things/themes to pick from. Great way to meet new friendly people!! 🥳🥳


 Diversify 1 Comment

 Love  Comment  Share  Message 

 **Diversify** Thank you Jessica for your review! Happy to hear you enjoy our diverse events! Thank you for being a part of our community. We look forward to seeing you at future events! 😊

 **Mona Frank**  recommends Diversify.  
February 21 · 🌐

Interesting events, I especially enjoyed the Mental health workshop! Plus they usually have great food 😊 A great place to meet friendly people, especially when you are new to Oslo 😊

 Diversify 1 Comment

 Love  Comment  Share  Message 

 **Diversify** Thanks Mona for your review and thank you for being a wonderful addition to our community! 😊



# Some of Our Testimonials

 **Julie Anne Pavola** recommends Diversify.  
March 4 · 🌐

I attended my first Diversify event 4 months after I moved to Norway. I had felt somewhat isolated and discouraged in my struggle to find a job and find ways to integrate in my new country. The relevant information as well as a sense of community I felt after attending Diversify events changed my perspective entirely. Diversify serves as a gateway to establish connections that allow not only me, but those I have met there, to thrive in this new life. For that, I am truly grateful.

❤️ Diversify 1 Comment

❤️ Love 💬 Comment ➦ Share 💬 Message

 **Diversify** Thank Julie for your gracious review. We are so very happy to have you, your light and positively contagious aura, as a part of our community! 🥰

████████████████████ · 10:48 am

Hi Chisom,

Thank you so much for the event you put on yesterday - I thoroughly enjoyed it. Your moderation created a space for supportive voices and vulnerable sharing that I seldom, if ever, see in a Norwegian context.

I look forward to what comes next!

████████████████████

████████████████████ · 7 pm

Diversify

Hei Chisom! We met briefly at the event this week of Diversify at WeWork where I asked you for your email or contacts by the end of the evening. Thanks for the wonderful event and if you have time I would love to hear more about your journey. Also, as we all know, Oslo is a tough city to meet new friends. So as Katie said: If you never ask, you never know!

Kind regards,

████████████████████

NOV 20, 2018

NOV 20, 2018

████████████████████ · 3:01 pm

Hi Chisom!

I attended your crazy event "Job Creation for and by Woman". It was very inspiring, recognizable, correct, educational and an eye-opener. Thank you so much and the other speakers as well. Keep up doing the right thing!

DEC 3, 2018

DEC 5, 2018

████████████████████ · 5:45 pm

Hi Chisom,

We only met very briefly this evening but you were incredibly inspiring in a down to earth, cut-the-bullshit kind of way! I'd love to catch up over coffee sometime soon to get to know you and tell you a bit more about me.

████████████████████

████████████████████

Dear Chisom,

Thank you for yesterday's meeting in event for women - Job Creation for and by Women. It was so inspiring, powerful and very valuable. I am very grateful and happy to attend this kind of event and grateful that I had a chance to hear so strong and motivating opinions.

I am motivated to visit this type of events in the future and get more involved in the discussion, forget about my shyness and fear.

Yesterday you encouraged me not to be afraid, thank you for that. In next events I will be more open to talk with other participants to share my story, I will be more open to create my network.







# **2019 in Pictures**





# 1. Believe in yourself

Learn about yourself

Keep growing









Audience members at Meet the Stakeholders Event



Nina Heir Speaking at Diversity's event



Panelists at Meet the Stakeholder's event



Picture of speakers and organisers – including Nikol Mard, Nina Heir, Ateh Attabong







# Event Posters: Professional Development



## Meet the Stakeholders: Resources for Skilled Immigrants

October 24, 2019 12:00 am

Diversify and Inter-Nationals are happy to put together an event where skilled migrants can hear from and speak with stakeholders across the public and



## Diversify Event with Papillon Bergen

September 16, 2019 12:00 am

We are happy to announce that on Monday, September 16, we will be in Bergen with Papillon for an Experience Sharing event. Papillon facilitates



## How to Showcase & Leverage your Skills in Norway 2019

August 28, 2019 12:00 am

For many immigrants, trailing spouses, and refugees in Norway, securing the dream job that matches and utilizes their skillset is difficult and at times



## Ongoing Project: Women Who Inspire

July 31, 2019 12:00 am

This project highlights diverse female trailblazers. Ordinary, yet extraordinary every day women who are changemakers in Norway. They are impact driven founders, employees, entrepreneurs



# Event Posters: Mental Health and Wellness



## Identity Across Social, Economic and Political Lines

October 31, 2019 12:00 am

This segment addresses the questions: "How do you see yourself? How does society see you? And how do you negotiate it?" When cultures meet: negotiating



## Enhancing Your Ability to Live An Authentic Life

October 29, 2019 12:00 am

This workshop will address the following: Harmony – Aligning what you do with who you are with a focus on soft skills. In addition,



## Youth Series: Healing Through Meditation

October 21, 2019 12:00 am

Be prepared to face your deepest fears and rise above limiting beliefs and judgements of yourself. It's time for you to go for what's



## Youth Series: Overcoming Mental Blocks to Manifest Opportunities

October 17, 2019 12:00 am

Putting your best foot forward: Overcoming mental blocks to powerfully manifest opportunities. What do we do when we feel the opportunities we are entitled



## Diversify's Youth Series: My Mental Health

October 15, 2019 12:00 am

Come and have some fun while being empowered to pursue a positive view of yourself. We are starting with the person in the mirror.



# Event Posters: Community Building



## Diverse Christmas Party

December 10, 2019 12:00 am

The holiday season is upon us and we'd love nothing more than to celebrate with our growing community. This year, you have seen numerous



## Diversify Lunch: Building Bridges with Chef Ampy Basa

September 8, 2019 12:00 am

The Diversify Lunch seeks to facilitate community building, dialogue, conversation and network for the diverse people of Norway. As this is a first event,







# Special Thanks to our 2019 Collaborators

Projects Execution Made Possible by Funds From:



Oslo



\*Oslo Extra Large – en by for alle

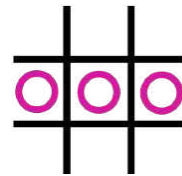


FRIFOND



Africa  
Connect  
Norway

## Some of Our Collaborators



NETWORK  
FOR  
WORK



Inter-Nationals

LOCALLY AVAILABLE, GLOBAL TALENTS



Innovation  
Norway



Katapult  
Accelerator



PAPILLON

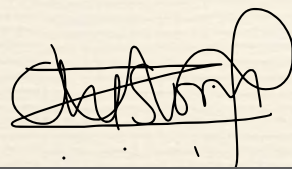


OSLO  
international hub





*And a most special thanks to our community and event participants for their passion, vulnerability, compassion and strength. Each and everyone of you validate the reason why we do this work. Thank you for continuing to teach us vital lessons and being active in the work that we do.*

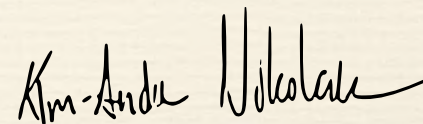


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Chairman of the Board  
Chisom Udeze

**The Board**

10.04.2020



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Deputy Chairman of the Board  
Kim-Andre Nikolaisen



