

A close-up photograph of a hand holding a black pen, poised to write on a document. The background is softly blurred, showing a desk with papers and a pair of glasses. The lighting is warm and focused on the hand and pen.

diversify
COME AS YOU ARE

ANNUAL REPORT DIVERSIFY 2021

TABLE OF CONTENTS

Our Mission	3
Our impact & reach in 2021	4
Professional development and networking events & projects in 2021	5
Springboard - Job creation for and by immigrants 2021	6
Kraft 2021	9
Nexus Mentorship Program 2021	10
Community building and mental health & wellbeing events in 2021	12
Diverse Arts Festival	13
Other Events & Projects, 2021	14
Together against Covid-19	15
Financial overview 2021	17
Partnerships of 2021 2021 in pictures	18
2021 in Pictures	19
Some of our event posters, 2021	20
Action plan for 2022	21
Special thanks	23



OUR MISSION

Diversify is a non-profit organisation that actively works and advocates 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 socially, professionally, personally and emotionally.

**“BUILDING BRIDGES,
CREATING OPPORTUNITIES
& MAKING IMPACT”**



OUR IMPACT & REACH IN 2021

People who joined in-person or online events

1500+

**People reached via social media platforms
(Facebook, LinkedIn, Instagram)**

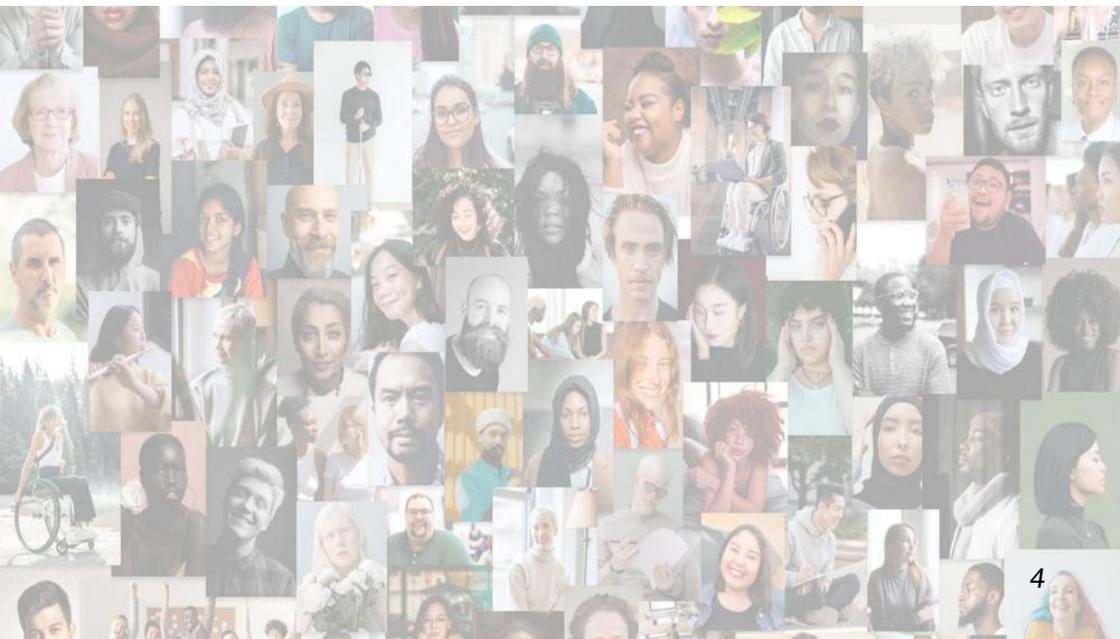
300.000+

Number of events

69

Number of organisations we collaborated with

140+



PROFESSIONAL DEVELOPMENT AND NETWORKING EVENTS & PROJECTS IN 2021

Women in Business (WIB) series hosted professional women who taught business topics such as branding, business strategy and market research. In 2021 we facilitated 6 WIB sessions.

Women in Leadership (WIL) are our regular series representing and celebrating women in various leadership positions, from leadership positions within companies to community and thought leadership. In 2021 we celebrated 9 fierce women during 9 sessions.

Creating a Sustainable Career series were focused on various topic such as stress and time management, wellness at work and interpersonal relations. Diversify co-facilitated 4 sessions.

Other events focused on professional development:

- Conflict Resolution in the Workplace: Strategies to Speak Up;
- Recruitment & Job Search in Norway: Pandemic edition.

Springboard 2021 in numbers:

- **113** workshop participants;
- **2559** in-person or online viewers of our panel discussions;
- **45** participants started a business or found employment (internship, project based, part time, full time) during or after the program;
- **62** collaborating organisations;
- **100%** of participants gained knowledge and the change of mindset to start a business or reach out to a potential employer;
- **84.3%** of participants gained the necessary tools to overcome barriers to self-employment and job opportunities.





KRAFT 2021

Professional development training program for people with immigrant backgrounds facilitated in the Lillestrom municipality.

- **2 weeks** intense entrepreneurial training program;
- **1 x pitching a business idea** in front of a 6-member jury (involving a money award for winners);
- **6 months** long mentoring program;
- **58% of participants** started their own business and/or started internships.

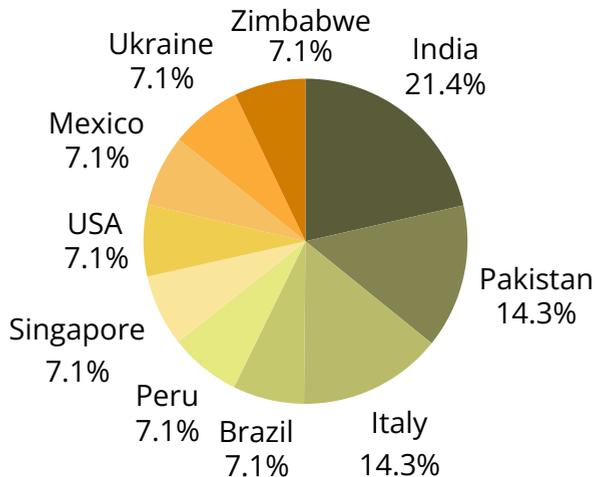


Nexus Mentorship Program 2021

Professional, employment-based mentorship program with the overall goal to significantly improve participation in working life, integration and inclusion of professionally educated and highly skilled immigrants in the Norwegian labour market, specifically in the Oslo kommune.

- pilot project;
- 12 mentees;
- 16 mentors;
- 6 months of mentorship;
- 5 professional development workshops;
- 5 group mentorship sessions.

Nexus Participants' Countries Origin



Results

Achieved results of the mentoring program:

- **50%** of mentees secured jobs within their field;
- **30%** of mentees secured full time employment (100%);
- **100%** of participants increased their professional networks;
- **50%** of mentees increased their wage;
- **100%** of mentees are educated on the working climate within their field in Norway;
- **100%** of mentees improved their job seeking skills;
- **100%** of mentees report an increase in the clarity of their career progression plan;
- **90%** of mentees report an increase in their readiness to get a relevant job in Norway.



COMMUNITY BUILDING AND MENTAL HEALTH & WELLNESS EVENTS IN 2021

Brewtiful mornings provided our target group with a space where they could meet new people, connect over a cup of coffee or tea and learn from each other. In 2021, we ran 6 brewtiful mornings, which were of informal nature, but each covered a certain specific topic regarding professional empowerment, diversity and inclusion, mental health and wellness etc.

The Circle is an ongoing event for people who are struggling mentally and emotionally because of relocation, unemployment, isolation etc. and need a supportive community where they can feel safe to share or just listen. In 2021 we facilitated 11 circles.

Ancient Tools for Modern Living series provided yogic and ayurvedic tips on how to manage stress, prevent burn-out and stay present in challenging times. This series was composed of 3 sessions focused on different topics.

Women, responsibility & management series composed of 4 sessions presented a space for people with both immigrant and non-immigrant background to come together, listen to each other's stories and challenges, brainstorm together and learn techniques of active listening.

DIVERSE ARTS FESTIVAL

Diversify's Diverse Arts Festival aimed to highlight the artworks and crafts created by Norwegian, immigrant and expat artists, while fostering representation, encouraging a dialogue about diversity and inclusion.

We hosted:

16 different artists;

10 market stalls;

4 exhibitions;

4 workshop facilitators who collectively held **9** workshops which were altogether attended by

more than **450 people**



OTHER EVENTS & PROJECTS, 2021

Book Club sessions were an opportunity for our community members to practice their reading, listening and active speaking Norwegian language skills. We met bi-weekly for 6 months.

D&I in the Workplace are our ongoing panel discussions which take place once a month, addressing different topics and aspects of diversity and inclusion with which we aim to create more space for diversity, equity, inclusion, and belonging within the workspace environments as well as the society at large.

Sustainability in a Post-pandemic Era: A Woman's Perspective 4 part series took a selection of the UN Sustainable Development Goals as starting points for discussions about how can we be empowered to make changes in our everyday lives that can have impact.

Other events: Getting Investment ready, Financial Inclusion Series, Recruitment and Job Search in Norway

TOGETHER AGAINST COVID-19, 2021

In 2021, Diversify continued with its efforts to disseminate relevant Covid-19 related information to people with immigrant backgrounds living in Norway.

With the help of **45 volunteers**, we developed and disseminated materials in these languages:

Albanian, Cantonese, Dutch, English, French, German, Hindi, Kurdish, Malaysian, Mandarin, Norwegian, Persian, Polish, Portuguese, Russian, Serbian, Somali, Spanish, Swahili, Tigrinya, Turkish, Urdu, and Vietnamese.

WICHTIGE INFORMATIONEN CORONAVIRUS IMPFUNG

- Corona-Impfung ist GRATIS UND FREIWILLIG
- Basierend auf deiner Geschichte von Vorerkrankungen und deines Alters, wird dir die Impfung von deiner Gemeinde angeboten
- Die Impfung hilft dir, dich vor COVID19 ZU SCHÜTZEN
- Trotzdem kann man auch als geimpfte Person andere mit dem Virus anstecken oder selber daran erkranken

DAHER IST IMMER VORSICHT GEBOTEN

Hände waschen und eine Schutzmaske tragen wird deshalb weiterhin empfohlen

WEITERE INFORMATIONEN
UNTER: FHL.NO;
HELSENORGE.NO
& DIE WEBSEITE IHRER
GEMEINDE



CORONAVIRUS VACCINE HOW DOES IT WORK?

COVID-19 IS AN INFECTIOUS DISEASE THAT LEADS TO RESPIRATORY INFECTION AND CAN CAUSE EVERYTHING FROM MILD SYMPTOMS TO SERIOUS ILLNESS, AND IN RARE CASES DEATH

THE CORONAVIRUS VACCINE TEACHES YOUR BODY TO RECOGNIZE THE VIRUS AND DEFEND ITSELF

WHILE THE VACCINE IS QUICKLY FLUSHED OUT FROM THE BODY, THE BODY REMEMBERS HOW TO FIGHT AGAINST THE VIRUS



SOME OF THE VACCINES ARE GIVEN AS TWO DOSES SEVERAL WEEKS APART

INFORM THE DOCTOR IF YOU ARE PREGNANT, HAVE ALLERGIES, USE MEDICINES, ARE SICK, OR HAVE HAD COVID-19



COVID-19 PROJECT INFORMATION

Diversify partnered with **63** organisations & groups from local immigrant communities in order to disseminate the informational materials

We updated and developed **6** different types of posters in **23** different languages.

A total number of **145** posters

We also produced and/or disseminated **58** informational videos

Reaching **171.016** people with immigrant backgrounds with information about the covid-19 pandemic



FINANCIAL OVERVIEW 2021

All values are in NOK

	2021	2020	2019	2018
Income	2 718 723	1 779 618	38 200	0
Expenditure	3 144 057	1 612 423	39 506	0



PARTNERSHIPS OF 2021



Diversity Annual Report 2021

2021 IN PICTURES



Diversify Annual Report 2021

SOME OF OUR EVENT POSTERS

Diversify Annual Report 2021

her SPACE **diversify**
COME AS YOU ARE

FINANCIAL INCLUSION SERIES:
Pensions

Aika Msuya
MARCH 17, 2021 | 18:00 - 20:00 |
HerSpace - ONLINE EVENT - [\[Register for Link\]](#)

her SPACE **diversify**
COME AS YOU ARE

WOMEN IN BUSINESS:
How to Build a Brand with Limited Resources

Aditi Jajal-Newey
April 28th, 2021 | 18:00 - 19:30 |
HerSpace - ONLINE EVENT - [\[Register for Link\]](#)

her SPACE **diversify**
COME AS YOU ARE

BREWTFUL MORNINGS

Wednesday, January 27 | 10:00 - 11:00 |
HerSpace [\[ONLINE EVENT - Register for Link\]](#)

diversify
COME AS YOU ARE

Getting Investment Ready

Stine Sofie Grindheim

Tuesday August 31 13:00-14:30
[\[ONLINE EVENT - Register for Link\]](#)

diversify **dealfow** **her** SPACE

diversify
COME AS YOU ARE **Africa Connect Norway**

Preventing Burnout:
Selfcare tools from Yoga and Ayurveda

Tendai Angela Jambga-Rokkones
Wednesday June 2 | 18:00 - 19:30
HerSpace [\[ONLINE EVENT - Register for Link\]](#)

diversify
COME AS YOU ARE **her** SPACE

Diversity and Inclusion in the Workplace:
Transformational and Authentic Leadership

Hyacinth Walter-Olsen, Chisom Udeze,
Adebayo Onafuwa and Kevin Reeder
Wednesday June 23 | 13:00 - 15:00
HerSpace [\[ONLINE EVENT - Register for Link\]](#)

her **diversify** **her** SPACE

Acacia DeMco **HELSDÅK IMPACT**
Henriette Friling **OSLO**
Catriona Shine **ARCHITECT**

Sustainability in a post-pandemic era: A woman's perspective

Session 4: Managing Responsibly

TUE, 28. SEPT. 18-19:00.

FREE ONLINE EVENT

REGISTER AT [HERSPACE.NO/EVENTS](#)

HERSPACE STRANDGATA 19
0152 OSLO

her SPACE

diversify
PRESENTS **DIVERSE ARTS FESTIVAL**

DINO SAKKOO

EXHIBITION:
OCTOBER 30 & NOVEMBER 6
11:00-16:00

FIRESIDE CHAT:
OCTOBER 30 17:30-19:00

Women in Leadership

Frederikke Antonie Schmidt

Thursday December 2 | 18:00-19:30

Hybrid event:
In-person at HerSpace, (Strandgata 19, 0152 Oslo) and online (register for link)

20

her **diversify** **Africa connect Norway**

ACTION PLAN FOR 2022

We are planning to continue with most of our activities in 2022 as there is a clear need for this kind of events and projects. We are also adding some new activities and projects to our lineup as well.

1. Professional development, job facilitation and networking events and projects:

- Women in Business
- Regional and national mentorship program for skilled immigrants
- Kraft: professional development for immigrants in Lillestrøm in collaboration with Business Lillestrøm (Kunnskapsbyen Lillestrøm)

2. Community building and mental health events:

- The Circle
- Women in Leadership
- Community lunches

3. Blaze Inclusion Awards Nordics - It celebrates and illuminate trailblazers – individuals and organisations – that intentionally and passionately advance Diversity, Inclusion, Equity and Belonging (DEIB) initiatives in their workspaces, communities and society.

4. Diversify Nordics Summit - Diversity and Inclusion in the workplace with speakers from the whole Nordic region.
5. COVID-19 information dissemination project - Together Against COVID-19.
6. Diversity and Inclusion in the Workplace panel discussions , research and training for public and private businesses.
7. Research collaboration with Bergen University on a Muslim Immigrant Entrepreneurs project.



2022

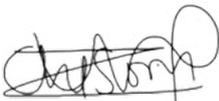
SPECIAL THANKS

We are grateful to our funders, IMDI, NAV, Oslo Kommune, Lillestrom Kommune and Mettle Consult - the grants received made the execution of our projects possible.

Moreover, we are grateful to Kristiansand, Stavanger, Bergen, Bærum, and Trondheim kommune for their support and collaboration, financial and otherwise.

Furthermore, we are thankful to the organizations, businesses, partners and individuals who collaborated with us in 2021. We look forward to stronger collaboration and partnership in 2022.

And lastly, a most special thanks to our community, volunteers, team and event participants for their passion, hard work, vulnerability, compassion and strength.



Chisom Udeze
Founder and
Chairperson of the
Board



**Kim-Andre
Nikolaisen**
Deputy Chairperson
of the Board

16.02.2022