

diversify
COME AS YOU ARE



**ANNUAL REPORT
DIVERSIFY 2023**

June 2024



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About Diversify

Diversify is a non-profit organization that works on the intersection of democracy, freedom, climate sustainability, justice, and belonging. Founded in Norway in 2018, Diversify rapidly expanded from impacting a national audience to reaching global communities by 2021. At the heart of our work is the unwavering commitment to promoting diversity, equity, inclusion, and belonging (DEIB) across all areas of society.

Our initiatives are centered on bridging societal gaps, fostering connections between communities, and creating opportunities for underrepresented groups. Through entrepreneurial training programs, mentorship programs, and employment opportunities, we empower individuals from minority and immigrant backgrounds to navigate societal and professional challenges. In collaboration with a

network of organizations, Diversify connects these individuals with valuable job opportunities, helping them to thrive and contribute meaningfully to their communities.

Our HerTech incubator program offers support to women and non-binary entrepreneurs, helping them build and scale social-impact-driven, tech-enabled startups. This holistic approach ensures these businesses have the necessary tools and guidance to succeed, ultimately fostering innovation and social progress.

In 2022, we launched the Diversify Nordics Summit (DNS), which has quickly become one of Northern Europe's leading conferences. DNS addresses pressing challenges in today's global climate, offering nuanced perspectives and practical insights. The summit serves as a

Diversify also leads ongoing initiatives focused on community building, mental health, and well-being for marginalized groups. We are deeply committed to addressing climate sustainability and justice, incorporating an inclusive and equitable approach to tackling environmental challenges.

At Diversify, our team is made up of staff, interns, and volunteers who come directly from the communities we serve—immigrants, racialized individuals, women, and queer people. We are committed to not only advocating for and creating solutions

that drive meaningful change in workplaces and society but also to being a vehicle for employment opportunities for those who are often marginalized. We believe in the power of representation and lived experience to shape the change we seek, making our organization both a force for advocacy and a pathway to empowerment.

As our work continues to evolve in response to the societal gaps we aim to bridge, we remain dedicated to creating a more inclusive, just, and sustainable world for all.



Building Bridges. Creating Opportunities. Driving Lasting Impact.

Our mission

At Diversify, our mission is to create lasting, measurable change by developing practical, actionable solutions alongside diverse stakeholders, particularly those who bring lived experience to the issues we address.

We are dedicated to building bridges across communities, fostering opportunities for underrepresented groups, and transforming lives

through meaningful initiatives. Our commitment to advancing diversity, equity, inclusion, and belonging (DEIB) is at the heart of everything we do, as we work to create a more just, inclusive, and equitable society for all.

Our work focuses on bridging the Nordic region, as well as driving initiatives that educate and impact change across Europe and the rest of the world.

Our impact and reach in 2023

People who joined in-person or online events **3700 +**

Number of events **55**

People reached via social media platforms (Facebook, LinkedIn, Instagram) **360 000 +**

Number of organizations we collaborated with **200 +**

Projects in 2023

Professional Development Initiatives

In Norway, immigrants and individuals from minoritized backgrounds often face significant challenges in achieving financial stability and independence. Key barriers such as limited language proficiency, a lack of professional networks, and insufficient work experience in Nordic countries can severely limit their access to relevant employment opportunities.

Since 2018, Diversify has been committed to addressing these

challenges by advocating for a more equitable society through targeted entrepreneurial training and mentorship programs. These initiatives empower participants by providing them with the skills and knowledge necessary to launch their own businesses, secure meaningful employment, and build strong professional networks. All of this takes place within a supportive community that is dedicated to fostering their growth and long-term success.

HerTech Incubator 2023



Diversity Annual Report 2023

In 2023, we successfully completed the second year of the HerTech Incubator, an inclusive 6 month incubator program for women and non-binary person-led businesses. The program is designed to enhance the socio-economic empowerment of women and non-binary individuals from immigrant, minority, and Norwegian backgrounds. This inclusive, six-month program is focused on equipping participants with the necessary skills, resources, and networks to start and scale tech-enabled businesses. The incubator's objectives include fostering diversity in the tech industry, stimulating economic growth, and integrating participants into the Norwegian startup ecosystem.

Building on the success of the inaugural year, the 2023 edition continued to deliver a comprehensive and tailored curriculum. Participants benefited from training and workshops covering topics such as business planning, strategy, marketing, digital tools, and financial management. The program also offered personalized coaching and mentorship, along with critical support services like legal and accounting advice. Networking and collaboration opportunities were central to the program, and participants had the chance to pitch their businesses to potential investors and partners.



Key Results:

- ▶ 21 women and non-binary founders enrolled
- ▶ 18 tech-enabled startups established
- ▶ All participants (100%) reported a significant increase in the diversity and size of their professional networks, with many doubling their connections, which is crucial for long-term business growth and opportunities.
- ▶ 70% of participants felt that their business grew in terms of revenue, number of employees, or customer base as a direct result of participating in the incubator.
- ▶ 100% of participants reported an increase in their feelings of belonging and inclusion by the end of the program.

Collaborations

We established collaborations with companies such as *Microsoft, The Visionary Company & VC, Advokatfirmaet Tveter og Kløvfjell, Gelato, SpinOn AS, Less Stress, Love Stories Publishing, Daba, Katapult Future Fest, The Conduit, Flower Consults, Tality Invest, Gründerhuset Business Lillestrøm.*



KRAFT 2023

In 2023, we delivered our KRAFT entrepreneurial training program for the third consecutive year in the Lillestrøm municipality. The program is designed to equip entrepreneurs from immigrant backgrounds with the tools, skills, and networks necessary to start and grow businesses in Norway, thereby creating employment opportunities for themselves and others.

The program involved a two-week

intensive training, after which participants competed by pitching their business ideas to a diverse jury of four experienced entrepreneurs. The top three presentations were awarded special prizes. Following the pitch competition, participants were enrolled in a six-month mentorship program, where they received guidance from successful business owners in similar industries as they launched their ideas.

Program Overview

- ▶ 12 participants
- ▶ 1 pitch competition
- ▶ 2-Week intensive entrepreneurial training
- ▶ 6-Month mentorship program



Key Results:

- ▶ 80% of participants continued with the mentorship program
- ▶ 15% of participants found traditional employment.
- ▶ 60% of participants started a business

Collaborations

Collaboration with companies: *Sew and Saw, Daba, The Cabin, Hvild AS, Susite and StartupLab.*

Collaboration with professionals: *Ateh Atabong, Nikki Michelle Soo, Gabriella Bossman, Angelica Balanta (Miss Balanta), Raja Skogland, Rune-Andre Tveit, Emma Jackson, Erik Myhrer, Amit Bhushan Bhatt.*

Collaboration with civil society: *Kultursenter Lillestrøm, Kunnskapsbyen Lillestrøm, Business Lillestrøm, Lillestrøm Kommune.*



“The teachers are entrepreneurs themselves, so you gain real-life information from them.”

“The best thing that could happen to me in Norway, I wouldn't have started my business without joining.”

Signed KN, CU

Diversify Mentorship Programs – Nexus and Zenith

Since 2021, Diversify has implemented employment-focused mentorship programs to significantly improve the labor market participation and integration of highly skilled immigrants across Norway. These programs help professionally educated immigrants navigate the challenges of entering the Norwegian workforce and promote their inclusion within their respective industries.

In 2023, we welcomed 38 mentees and 40 mentors in our mentorship programs. Each mentee was paired with a mentor from their industry, who guided them for four to five months on their job search and career development. Mentees came

from various fields, including HR, energy, IT, non-profits, marketing, urban planning, business innovation, academia, and more. To further enrich the experience, mentees could request one-time meetings or “secondary mentorships” with other mentors in our network, expanding the advice and knowledge received.

In addition to the primary and secondary mentorships, mentees attended professional development workshops to improve their CV and cover letter writing, learn where to find and reach out for relevant opportunities, grow their professional networks, learn the language faster, and prepare for interviews.

By the end of the program, 75% of participants had entered the workforce within their field, whether through internships, part-time roles, or full-time employment.



Program Overview

- ▶ **4 to 6 month-long** mentorship programs for skilled immigrants
- ▶ **8** professional development workshops
- ▶ **40** mentors recruited
- ▶ **21** collaborations with organizations and companies
- ▶ **38** mentees

Key Results:

- ▶ **36%** of participants secured full-time employment
- ▶ **75%** of participants entered the workforce within their field
- ▶ **57%** of participants doubled their rate of interview participation for relevant roles
- ▶ **96%** of participants increased their professional networks
- ▶ **93%** of participants increased their employability skills
- ▶ **100%** of participants increased their understanding of the Norwegian labor climate and culture
- ▶ **78%** of participants report an increase in feelings of inclusion and belonging

“Such a generous program. The mentors and workshop facilitators are top-notch people who give their time, expertise, and wisdom to improve this society. 100% recommend!”

“He [the mentor] has played a major role in helping me get interviews by checking my CV and LinkedIn and giving me the right advice.”

“Diversify helped make the idea of doing professional work in Norway seem possible again.”

Collaboration with companies: *Microsoft, Deloitte, NutraQ, Coretta & Martin Luther King Institute for Peace, IKEA Foundation, StartupLab, Fremtind, Equinor, KPMG, Mesh, UN Global Compact Norway, Business Lillestrøm, Virtuala, Avantgarde Search.*

Collaborations with civil society: *Sammen om en jobb, Norwegian Refugee Council, Manifold, Inter-nationals, and Globale Bærum.*



EVENTS

Professional Development and Networking Events

Women in Tech Sessions: In 2023, we held three hybrid Women in Tech sessions. These sessions delved into the unique challenges and opportunities faced by women in the tech industry.

Experience Sharing Sessions: These sessions provided a platform for women in our community to share their professional journeys, reflect on their career progression, challenges faced, and the valuable lessons they've learned along the way. In 2023, we hosted two such sessions, featuring a woman in a leadership position and a woman in business. Both sessions were instrumental in empowering attendees through shared experiences and fostering a sense of community within

our network.

Women in Business Sessions: This series is a cornerstone of our professional development initiatives, designed to empower women by connecting them with industry experts and providing them with practical skills and knowledge. In 2023, we hosted four in-person sessions under this series. Each session was led by an entrepreneur with specialized expertise, offering valuable insights and actionable advice on various critical topics such as Building Your Personal Brand, Creating a Content Strategy, Essentials for Social Media Design, and Mindset and Alignment Workshop.



Skills Enhancement Workshops: As part of our commitment to empowering job seekers with relevant and practical skills, we held a series of online workshops in 2023. These sessions were specifically

designed to equip participants with essential tools for navigating the job market and enhancing their employability, such as How to Use LinkedIn and How to Write a CV.

Community Building and Mental Health & Wellness Events

Community Lunch: In 2023, we hosted seven Community Lunch events, designed as platforms for both social and professional networking. Each lunch featured a meal prepared by a different member of our diverse community, often reflecting their cultural heritage. These events provided a unique opportunity for attendees to form professional connections in a relaxed, social setting, while also celebrating cultural diversity within our community.

Sister Circle: We held four Sister Circle sessions, catering exclusively to Black,

Brown, and Women of Color. These sessions were designed to create safer spaces where individuals could share their feelings and experiences without judgment. The aim was to foster a sense of community and belonging while addressing the unique challenges faced by these women.

Paint n' Sip Event: As part of our mental wellness activities, we also held a Paint n' Sip event, a creative blend of art and leisure. This in-person gathering provided a relaxed and supportive environment for self-expression and stress relief through



the therapeutic act of painting.

Blaze Inclusion Awards Panel

Discussions: As part of the Blaze Inclusion Awards, we organized three digital panel discussions in 2023 that focused on critical Diversity, Equity, Inclusion, Belonging, and Justice (DEIBJ) topics. These discussions featured prominent speakers from the eight Nordic countries, providing a platform for thought leaders to

share insights and best practices on advancing DEIBJ across the region. The panels were Centring Equity in Nordic Diversity and Inclusion Ambition, Nordic Diversity, Inclusion and Equality – What does intersectionality have to do with it?, and Leveling Up Inclusion and Belonging in the Nordics through a Justice Lens.

Diversity, Equity, Inclusion & Belonging Advocacy Events

Diversity and Inclusion in the Workplace:

In 2023, Diversify continued to host monthly panel discussions focused on the critical topics of Diversity and Inclusion in the Workplace. Recognizing that diversity and inclusion are essential for creating sustainable, competitive, and innovative companies—and a thriving society at large—these discussions tackled various crucial

topics. Each session in the series featured a diverse lineup of speakers, bringing together thought leaders, industry experts, and practitioners from different backgrounds to share their insights and experiences. Some of the topics we covered in 2023 include How Inclusive are your Workplace DEIB Initiatives?, Anti-Racism, Intersectionality & Privilege, Ableism,



Anti-Blackness, Inclusive Communication, Mental Health and Disability Inclusion.

Deconstructing Karen - Film Screening and Discussion:

We organized a film screening and discussion featuring the 2022 documentary *Deconstructing Karen* as the focal point. Following the screening, we facilitated a discussion that allowed participants to reflect on the documentary's content and explore the realities of the situations depicted. The conversation delved into the complex dynamics of race and privilege, encouraging attendees to consider how these themes resonate in their own lives and in broader societal contexts.

Inclusive by Design: Bridging the gap between theory and practice:

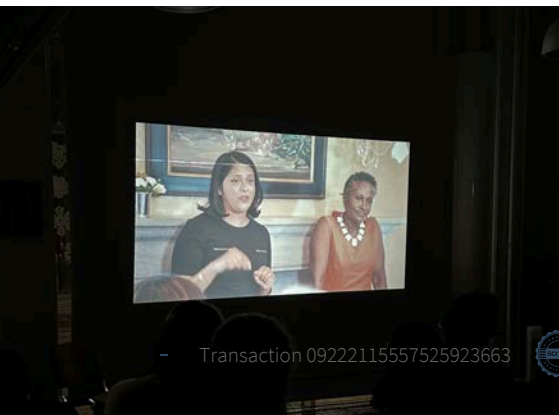
In collaboration with Designit, Diversify hosted a breakfast seminar to explore the concept of inclusive design and how organizations can

translate their theoretical understanding of Diversity, Equity, Inclusion, and Belonging (DEIB) principles into practical actions that drive meaningful change.

Women's Roundtable: We hosted a Roundtable discussion aimed at fostering real, honest, and sometimes challenging—but essential—conversations. This roundtable brought together five women from different cultures and with diverse worldviews to share their experiences of being a woman.

Amplifying LGBTQIA+ Inclusion in the Workplace and Society:

In collaboration with the U.S. Embassy Oslo, we organized a significant event focused on amplifying the inclusion of the LGBTQIA+ community in both the workplace and society. The event featured Bree Fram, a renowned American trans woman who serves .



as an active duty lieutenant colonel and astronautical engineer in the United States Space Force. The event was supported by our esteemed partners, Telenor and DNB.

Leading with an Anti-Racist Lens: Bias, Discrimination & Racism in the Workplace and Society: This panel discussion brought together thought leaders and experts to explore the critical issues of bias, discrimination, and racism, both in the workplace and in broader society. The discussion focused on how leaders can adopt and implement an anti-racist lens in their organizations and communities, addressing systemic inequities and fostering environments that actively combat racism.

Gamification for a Better Future: SDGs & DEI: In collaboration with The Forge, we hosted a workshop titled

"Gamification for a Better Future: SDGs & DEI" during Oslo Innovation Week 2023. This workshop was designed to equip participants with effective tools to foster a more diverse and inclusive workplace. Our approach leveraged gamification, incorporating interactive games based on behavioral research, with a specific focus on the Sustainable Development Goals (SDGs) and Diversity, Equity, and Inclusion (DEI).

Book Launch - The Art of Active Allyship: As part of Oslo Innovation Week 2023, Diversify hosted an inspiring evening to celebrate the book launch of *The Art of Active Allyship* by Dr. Poornima Luthra. This event brought together members of our community to engage with the important themes of allyship and inclusion presented in Dr. Luthra's book.



Levelling Up Your ESG Practices with a Diversity and Inclusion Lens: What, Why, How: In collaboration with PWC, Diversify hosted a session that examined what it means to apply a D&I lens to ESG efforts, why it is essential for long-term sustainability and impact, and how organizations can effectively implement these practices. Attendees gained valuable insights and practical strategies for enhancing their ESG initiatives by ensuring that diversity and inclusion are central to their policies and actions.

Climate Justice: Why Intersectionality Matters: In collaboration with Systemic Justice, we held two digital sessions that explored the deep connections between the climate crisis and the struggles for racial, social, and economic justice. These sessions emphasized the importance of adopting an intersectional approach to climate justice, ensuring that marginalized communities, who are disproportionately affected by climate change, play a central and leading role in the fight against climate change.



International Projects and Initiatives

Diversify Nordics Summit (DNS)

Building on the great success of the inaugural event in 2022, the 2023 edition of the Diversify Nordics Summit (DNS) firmly established the event as the leading conference for not just all things Diversity, Equity, Inclusion, and Belonging (DEIB) in the Nordics and Europe, but also as a dynamic environment for improving leadership, increasing innovation, and for advocating for sustainable change. DNS 2023 cemented its position as THE place to be for regional and global insights into practical, impactful, and measurable solutions to tackling workplace and societal challenges.

Held at the newly refurbished Clarion Hotel The Hub in the heart of Oslo, the full-day event attracted 875+ attendees, with a further 200+

people joining us digitally. This meant that DNS 2023 doubled its reach from 2022, with a total of 94 speakers contributing to 15.5 hours of experience-packed content spread across 16 panel discussions, 7 keynotes and 4 workshops. In addition to the 4 core thematic areas being covered across the mainstage and simultaneous side-stage sessions during the day of the event, recordings of all sessions were made available to both in-person and online participants for 2 months after the conference in order to increase knowledge transfer. The 2023 edition was also strengthened by the implementation of a digital networking application that made networking smooth, easy, and accessible for all.



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Signed KN, CU

DNS 2023 In Numbers

	2022	2023
In-person Attendees	550+	875+
Online Attendees	0	200+
International attendees	21.1%	52%
Press articles	2	6 <small>(as of 1.11.2023)</small>
Speakers	67	94
International speakers	55%	69.1%
Women Speakers	77%	60%
Partners	18	35
Panel discussions	11	16
Keynote speeches	9	7
Workshops	3	4

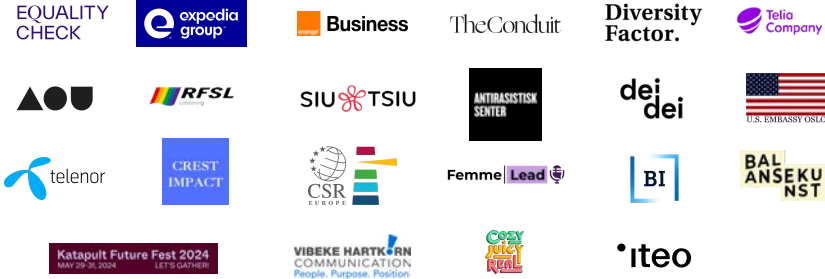
DNS 2023 overarching theme:

Diversity and Inclusion through an Equity, Justice and Intersectional Lens.



Collaboration partners

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DNS has undoubtedly emerged as the most important cross-sectoral and intersectional gathering on diversity and inclusion in the Nordics, attracting leaders and key players across industries, backgrounds, cultures, and identities. DNS truly is a one-of-a-kind conference;

a conference where nuance is championed, the dialogue is meaningful, and the participants leave not only with an array of actionable takeaways, but with the inclination and ability to scale hope! We look forward to an even more impactful edition of DNS in 2024!

“A whirlwind week has just passed and that’s thanks to for again organizing the most remarkable DEI Nordic conference! The realness and bravery during conversations and the broad diverse representation makes your conference so unique and special. Not to mention the energy! Kudos to Chisom and the whole Diversify team!”
Winta Negassi

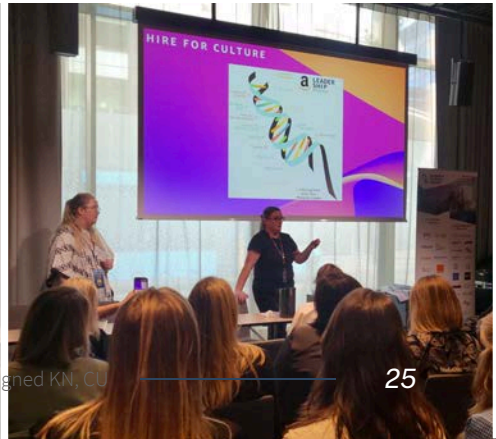


Bridging the Nordic Arts & Culture Sector

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As part of DNS2023, and in partnership with Kulturdirektoratet (Norway), we organized an Arts & Culture Stream at DNS in order to bridge the Nordic Arts & Culture Sector. We curated a panel discussion and a workshop in this regard. This initiative gathered diversity agents and competence actors from the Arts and Culture sector in the Nordics and created an opportunity to exchange knowledge, practices, and experiences across different sectors in the Nordics by leveraging the DNS as a meeting ground.

Through this collaboration, we brought together 32 stakeholders from the Nordic Arts & Culture sector (plus many more via the live stream) as panelists, workshop facilitators and participants. The goal of this initial gathering at DNS were twofold: 1) to address both the challenges and opportunities in bridging equity and belonging in the Arts and Culture sector; 2) to begin developing a foundational framework for bridging and belonging in the Arts and Culture sector.



Blaze Inclusion Awards (BIA) **B L A Z E**

The Blaze Inclusion Awards (BIA) were launched in 2022 by Diversify in response to a pressing need to shine a spotlight on the remarkable individuals, companies, and initiatives across the Nordics—spanning Sweden, Denmark, Norway, Finland, Iceland, the Faroe Islands, Greenland, and Åland—that are actively shaping a more equitable and inclusive society. Too often, the groundbreaking efforts of these trailblazers go unnoticed, and BIA aims to give them the recognition they deserve, celebrating their vital contributions to fostering lasting social change across the region.

The Blaze Inclusion Awards 2023 ceremony was held at The Annual, a prestigious yearly gala that celebrates and amplifies diversity and inclusion across the Nordics. This event gathers individuals, organizations, and companies that are driving

impactful change, coming from various industries, backgrounds, cultures, identities, and perspectives. The Annual is recognized as a space that provides a unique opportunity to connect with influential leaders and broaden a professional network in a welcoming atmosphere alongside like-minded social and workplace innovators.

In 2023, the Blaze Inclusion Awards featured six categories: The Trailblazer, The Catalyst, The Synergist, The Groundbreaker, The Guardian, and The Spark, each spotlighting remarkable achievements in different aspects of societal progress.

The BIA followed a three-phase process: a nomination round and two voting rounds. During the nomination round, people across the Nordics nominated their favorites. These

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nominees advanced to the first voting round, where public votes determined national winners in each category for each Nordic country. In

the second voting round, the public once again voted, this time selecting the regional winners for each category.

▶ 193 nominees in all categories

▶ 35 national winners in all categories

Regional winners 2023

The Trailblazer: [Dr. Poornima Loothra](#) (Denmark) and [Winta Negassi](#) (Norway)

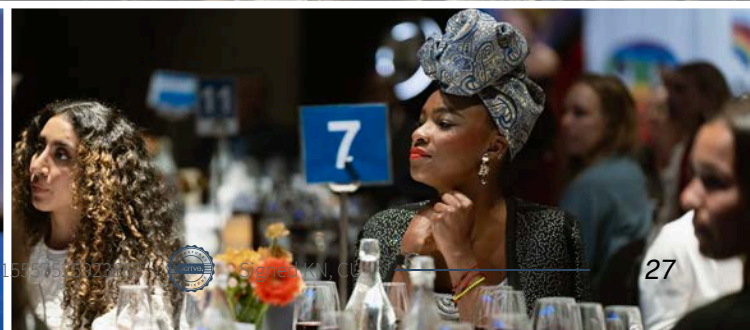
The Catalyst: [Women in Tech Gothenburg](#) (Sweden)

The Synergist: [Sopra Steria](#) (Norway)

The Guardian: [Carbfix](#) (Iceland)

The Groundbreaker: [AWS](#) (Finland)

The Spark: [Lauri Robbins Ericson](#) (Sweden)



Financial Statement 2023 - Diversify

All values are in NOK

Diversify Annual Report 2023

Income	2022	Change	2023
Miscellaneous income	1,219,326	771,655	1,990,980
Membership dues	0	0	0
Operating allowance	0	0	0
Public Subsidy	1,486,000	141,436	1,627,436
Other Grants	203,117	(7,593)	195,524
Rental income	580,000	(84,000)	496,000
Gifts	0	0	0
Total income	3,488,443	821,497	4,309,940
Expenditure	2022	Change	2023
Hired Services	62,685	25,249	87,934
Salary and personnel costs	1,721,508	606,203	2,327,711
Office operations	811,448	119,962	931,410
Member magazines and websites	0	0	0
Board expenses	0	949	949

Expenditure	2022	Change	2023
Travel and Diet for Project	107,525	(53,666)	53,859
Meetings, courses and gatherings	112,756	(39,026)	73,730
Other operating expense	672,459	313,465	985,924
<i>Total costs</i>	<i>3,488,381</i>	<i>973,136</i>	<i>4,461,517</i>
Result	61	(151,639)	(151,578)

Balance sheet 2023 - Diversify

Assets	Incoming 01.01.2023	Change	Outgoing 31.12.2023
Bank deposits, cash.	249,224	(139,519)	109,705
Short-term receivables	280,136	402,455	682,591
Total Assets	529,360	262,936	792,295
Equity and Debt	Incoming 01.01.2023	Change	Outgoing 31.12.2023
Equity	279,361	151,367	430,728
Debt	(808,720)	(414,303)	(1,223,023)
Total Equity and Debt	(529,360)	(262,936)	(792,295)

Diversify in 2024

As we look ahead to 2024, we are excited to continue building on the lessons and successes of the previous year.

The urgency of navigating societal challenges and bridging gaps to propel equity across all structures has never been greater. In a world increasingly polarized and fragmented, the work of reaching across lines of difference and forging a collective path forward remains critical. We firmly believe that, while consensus isn't always possible, we share a world that requires us to coexist—demanding a path forward rooted in love, compassion, and stewardship for each other and our planet. The pressing question is: How do we shift from an “Us versus Them” mentality to a true “Us and We” approach?

This year, we're not only continuing our ongoing initiatives but also launching new projects and events designed to bridge social and workplace divides. Additionally, we're embarking on a bold initiative centered on democracy, freedom, public policy, and civic engagement, driving our mission further and deeper than ever before.

Our projects.

In 2024, we are set to significantly expand our initiatives focused on professional development, mentorship, and critical conversations around identity and belonging. A key highlight of our expansion is the launch of HerTech, a groundbreaking program designed to empower women and non-binary individuals leading tech businesses by providing them with essential resources, cutting-edge training, and invaluable networking opportunities.

We are also excited to present the fourth edition of Kraft, one of our flagship entrepreneurial training programs for immigrants in Lillestrøm, in partnership with Business Lillestrøm (Kunnskapsbyen Lillestrøm). This initiative is a vital

support system for immigrants in Norway, equipping them with the tools and knowledge needed to navigate the local job market and build thriving careers. Through these programs, we're not just fostering inclusion—we're driving transformative change in Norwegian society and workplace and in the lives of individuals.

Our **Nexus** and **Zenith Mentorship Programs** will continue to provide skilled immigrants mentorship, helping them integrate into the workforce and advance their professional goals.

Professional development and networking.

Building strong professional networks is crucial, and we will continue to focus on creating opportunities for growth and connection. Our signature events, including **Women in Business**, **Women in Leadership**, and **Women in Tech**, will return in 2024, offering targeted sessions for women to enhance their skills, share experiences, and expand their networks.

Community and mental health support.

Our commitment to community building and mental health remains central to our mission. **The Circle** and **Sister Circle** events will continue to provide safe spaces for women to come together, share, and support one another. We'll also organize **Community Lunches** and **Film Screenings** to foster a sense of belonging and connection within the community.

Pre-Summit Roadshow.

In 2024, we plan to host pre-summit events across the Nordic countries in the lead-up to the DNS. In each country, we will focus on topics related to one or more of the DNS 2024 thematic areas, exploring them through a local lens.



A bigger, bolder Diversify Nordics Summit.

The Diversify Nordics Summit (DNS) is poised to be more expansive and globally impactful than ever before. In 2024, we're gearing up to welcome over 1,200 in-person attendees and 500 digital participants, as we extend our reach beyond the Nordics and Europe to attract leading voices and participants from around the world. Our goal is to tackle the most urgent challenges of our time with a truly global perspective. This year, we are focusing on six key thematic areas that will drive our conversations and initiatives:

- *Technology, Innovation & Investments*
- *Leadership, Governance & Policy*
- *People, Talent & Culture*
- *Climate, Energy & ESG*
- *Democracy & Freedom*
- *Immigration & Integration*

Our 2024 theme is Scaling Hope, Justice and Belonging.

Celebrating inclusion.

The **Blaze Inclusion Awards** will once again highlight individuals and organizations championing diversity and inclusion. This prestigious event will take place during our **Annual gala**, where we gather stakeholders from various industries, cultures, and backgrounds. It's a time to celebrate, connect, and inspire further progress.

DEIB advocacy and research.

Our advocacy for diversity, equity, inclusion, and belonging (DEIB) continues to be a very important part of our work. In 2024, we will continue to host **Diversity and Inclusion in the Workplace Panel Discussions** that will bring together experts to share insights and strategies for building more inclusive environments.



We are also excited to announce a new research initiative that will map inclusion across the Nordics, including this time Åland, Greenland, and the Faroe Islands. This will provide a comprehensive overview of the state of inclusion in these often-overlooked areas.

Arts and Culture Collective.

Building on the success of our arts and culture workshops at the Diversify Nordics Summit 2023, we are excited to announce the launch of the Arts and Culture Collective in 2024. This dynamic **Community of Practice** will unite artists, cultural workers, and key stakeholders from across the Nordics to collaborate on groundbreaking ideas, share best practices, and drive initiatives that champion diversity, equity, inclusion, belonging, justice, and opportunity within the Nordic arts and culture sector. Our vision is to expand this transformative work across Europe in the coming years, creating a ripple effect that will elevate and sustain a more inclusive cultural landscape across the continent.

Democracy and Freedom.

At Diversify, our work on Democracy and Freedom is centered around reimagining a world where trust in democratic systems is not only restored but strengthened, and where individual freedoms are safeguarded against rising threats. We take a sector-agnostic approach, bringing together stakeholders from diverse backgrounds and with varied lived experiences to tackle some of the most critical issues of our time. From climate change and justice to public policy and the fight against misinformation, our initiatives aim to create a platform for meaningful dialogue and actionable solutions. By addressing these pressing challenges, we are committed to fostering a more inclusive and resilient society where democracy and freedom can thrive for all.

As we move forward, we are energized by the opportunities and challenges that lie ahead. Our vision for 2024 is one of growth, inclusion, and impact—working together to create a more equitable and connected world.



Special Thanks

As we close another remarkable year, we extend our deepest gratitude to those who made our work in 2023 possible.

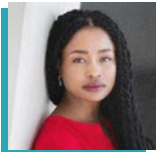
To our funders—IMDi, Oslo Kommune, Lillestrøm Kommune and Kulturdirektoratet—your support has been instrumental in bringing our projects to life. The trust you've placed in us continues to drive meaningful change, and we are profoundly thankful for your unwavering commitment.

A heartfelt thank you also goes to our Diversify Nordics Summit corporate sponsors and collaboration partners. Your belief in our mission and your contributions, both financial and otherwise, have helped amplify our impact.

To the many organizations, businesses, partners, and individuals who have collaborated with us this year, we deeply appreciate your dedication and partnership. We look forward to continuing and strengthening these relationships in the year ahead.

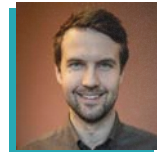
Finally, our warmest thanks to our incredible community—interns, volunteers, team members, and project/event participants. Your energy, hard work, and resilience inspire us every day. It is your passion, compassion, and commitment that make everything we do possible.

We move into 2024 full of gratitude and optimism, knowing we have such an incredible group of people standing with us. Thank you.



Chisom Udeze
Founder and
Chairperson of the
Board

Chisom Udeze



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

K. Nikolaisen

30.06.2024



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