

Diversity & Inclusion

D&I Strategy 2020-2023

Women in Nuclear,
November 2020

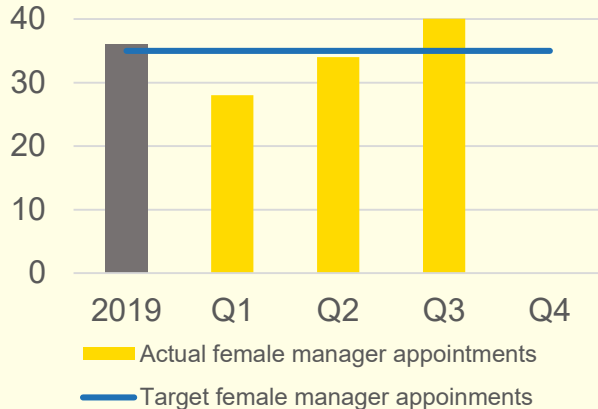
D&I KPI/Target Review

Diverse Staffing - Gender Diversity

KPI: Female manager appointments

Target 2020: >35%

Outcome Q3: 44%
(Total for 2019: 36%)



New target based on updated D&I Index in My Opinion:

Our managers lead the way

- My manager encourages diversity (recruitment, participation in trainings, assignments, promotions etc).
- My manager encourages inclusion (participation during meetings, encouraging different perspectives, ideas and opinions, valuing differences).
- I believe my manager drives diversity and inclusion and is a role model who inspires others.

Introduced in My Opinion Light 2020: Baseline

D&I Labs Target 2023: 100% participation of all employees in D&I labs (split tbd)

Vattenfall Diversity Day November 5

Welcome to Diversity Day!

English 9.00-9.30 CET

Torbjörn Wahlborg, D&I Officer and Senior Executive Vice President, Business Area Generation, welcomes us to Diversity Day 2020. Torbjörn will highlight the 3 pillars of the D&I strategy and share his thoughts on the progress so far.



Looking back, looking forward. Moments that matter.

English 9.30-10.00 CET

Join Anna Borg and Magnus Hall as they share their reflections about what we've achieved and what's next.



Jobbsprånget – boost your business and drive inclusion

Swedish and English 10.15 - 11.00 CET

Jobbsprånget's Nina Rudbeck and Vattenfall's Berina Malisevic share experiences and "how to" bring an extra resource into the team for 4 months while at the same time giving a newcomer to Sweden an opportunity to get experience and make contacts.

The Power of Empathy and compassion

Polish 10.15 - 11.00 CET

Katarzyna Wurzel-Bień psychologist and psychotherapist with many years of experience in individual therapy and, therefore, over 10 years of experience in corporate work. During the webinar we will talk about empathy - what it is, how it works and why it is so important. The participants will learn how to develop these quality and what to do if they feel that they have too much empathy for another person.



Inclusion, especially during the Covid-19 crisis

English 10.15 - 11.00 CET

Claire Karlsson, Business Manager and Diversity Strategist, Mitt Liv Consulting. With roots in the UK and Australia Claire is a specialist in what it takes to build a new life and career, supporting those who are newly arrived make a life for themselves in Sweden. Claire will guide us through the concept of inclusion, why it matters and how we can be more inclusive, especially during a crisis.



Bringing Diversity to our business – learnings from BU Heat Berlin

German 10.15 - 11.00 CET

Tanja Wielgöb has been Head of Wärme Berlin since 2018, a member of the Advisory Board of the Allbright Foundation and a true "Champion for Diversity". Focusing on the positive aspects of a diverse working environment and numerous initiatives, including those for more women in management positions and for the empowerment of managers and employees, she creates an inclusive and open atmosphere within the Heat Berlin BU. In this workshop, we will discuss her experiences on her way and what we still have to do to improve the situation.



Diversity and the difference it makes to skills and talent in the UK

English 11.15 - 12.00 CET

Danielle Lane – UK Country Manager UK will tell us why diversity is essential in the UK hunt for talent. She'll share her tips and tricks for ensuring a broader skill base in your business.



Black lives matter and the importance of being an inclusive workplace

English 12.00 - 13.00 CET

Have lunch and listen to Lovisa Flager Havdelin, Secretary General of the Order of the Teaspoon and podcast host "Can we talk about whiteness?". Lovisa will walk us through the Black Lives Matter movement, racism in the workplace and challenge us to reflect along the way. Subtitles available in Dutch, German, and Swedish.



Mega trends: the world is changing, Sweden is changing, can we keep up?

Swedish 13.15 - 14.00 CET

Sofia Appelgren, Founder of Mitt Liv, one of Vattenfall's diversity, inclusion and mentorship partners and dedicated to creating a society in which everyone has equal opportunities. Sofia will look out and beyond the world of Vattenfall and what we need to know and do to keep up.



How to overcome unconscious bias and work towards an inclusive culture

English 13.15 - 14.00 CET

Annelie Tattenberg, Diversity Trainer & Coach. In her trainings and workshops she focuses on the acquisition of intercultural competence. By helping us become aware of our own cultural biases, she facilitates a change of perspective and thus creates awareness of differences and openness to diversity. In this workshop we want to talk about unconscious prejudices and develop strategies together to overcome them.



Equality data and how it enables us to drive all dimensions of diversity

English 14.00 - 15.00 CET

Kitimbwa Sabuni, Development Leader with Lämsstyrelsen Stockholm and author of the "White, black or brown. A handbook on active measures associated with skin colour" will share his knowledge on equality data and the role it plays in driving diversity.



What is the BA Wind Diversity Council and what do we do?

English 14.15 - 15.00 CET

Jos Kip, BA Wind offers a great opportunity to learn from others and will introduce Vattenfall's first Diversity Council, explaining the role they play and the difference between a Council and Network. Jos will also share with us the difference it makes in driving the strategy and sharing the responsibility for D&I.



Kraftkvinnorna and the World Bank

English 15.00 - 16.00 CET

Amira El-Bidawi, BA Wind and Board member in Kraftkvinnorna (Swedish "Power Women"), Saira Alladin, BA Distribution and Power Woman of the year 2018, and Elisabeth Mayer, World Bank will tell you about how the organisation is working to increase equality in the energy sector, highlighting the importance of great role models like Saira Alladin. The World Bank is working for equality in the energy sector as well and will discuss the collaboration with the Swedish and Nordic equality network to strengthen women in the energy sector world-wide.



I'm able to be myself? How could we all drive D&I at Vattenfall?

German 15.00 - 16.00 CET

Sabine Wilken, Process Manager Employer Branding Vattenfall Group and Patrick Roscher, Head of Training and Recruitment Germany, have long been engaged with the subjects of diversity and cultural change at Vattenfall. In this workshop, we will discuss the steps HR has taken in recent years to increase Vattenfall's attractiveness as an employer, to ensure more diversity in new hires, training and everyday work. And we want to discuss together what each and every one of us can do to create a more inclusive working environment.



We pledged to do more, so what's next?

English 16.00 - 16.30 CET

In June 2020, Vattenfall's D&I Officers Annikka Viklund, Tuomo Hatakka and Torbjörn Wahlborg released a statement in response to Black Lives Matter, "We stand by you. We pledge to do more." So what is happening now?

Highlight: Implementing D&I in the Business Planning


The D&I 2020-2023 Strategy aims for a systematic way of working to ensure real, measurable, change.

Implementing D&I in the business planning will enable Vattenfall to achieve a “Progressive” maturity level according to the Global Diversity, Equity and Inclusion Benchmarks (GDIB) by 2023.

A guide to support MTs is available outlining the “Progressive” maturity level activities.

4 step process

1. **Know your organisation.** Consider the business needs, My Opinion results, other survey results, KPIs, your demographics (gender/age) and known challenges. Know what needs to change in your organisation.
2. **Review the Global Diversity and Inclusion Benchmarks (GDIB)** - which activities would you prioritise to achieve the desired change?
3. **Develop and implement an Action Plan**
Choose at least **3 activities annually** from the GDIB, as described in this document. Include time parameters, responsibilities, accountability and projected costs. Appoint a D&I project lead to keep track. This action plan is to be included in the BA/BU/SF overall Business Plan.
4. **Follow up** quarterly in the Business Performance meetings and the Business Review meetings.



D&I 2020-2023 Strategy

To achieve our goal of fossil free living within a generation we need to challenge ourselves and our way of doing things. Our strategy rests on and is implemented according to 3 pillars.

1. Embed D&I in everything we do by living our principles

Open Culture

Virtual Diversity Day November 5: Internal and external speakers.

Actively enforce equal opportunities

Vidga Normen project in SE with aim to open up the workforce to all, regardless of skin color started. 150 participants from HRS Recruitment, Distribution, Generation and Communications.

Positive Inclusive Communication ongoing

Sustainable and safe environment for all Harassment and Covid questions included in My Opinion Light 2020



2. Broader thinking

My Opinion Light 2020 - extended demographics postponed

The plan to introduce Equality data to give insight into Vattenfall's diversity across several dimensions and monitor engagement and enablement according to dimensions was postponed, given indications on potential external reactions and the need for enhanced internal communication. In order to increase understanding of extended demographics, a lecture will address the topic in Diversity Day November 5, by external speaker Kitimbwa Sabuni.

A photograph of three children running happily in a garden. In the foreground, a girl with glasses and a yellow top runs towards the camera. Behind her, a boy with curly hair and a girl in a striped shirt and blue overalls are also running. The background shows a house with a thatched roof and a large tree.

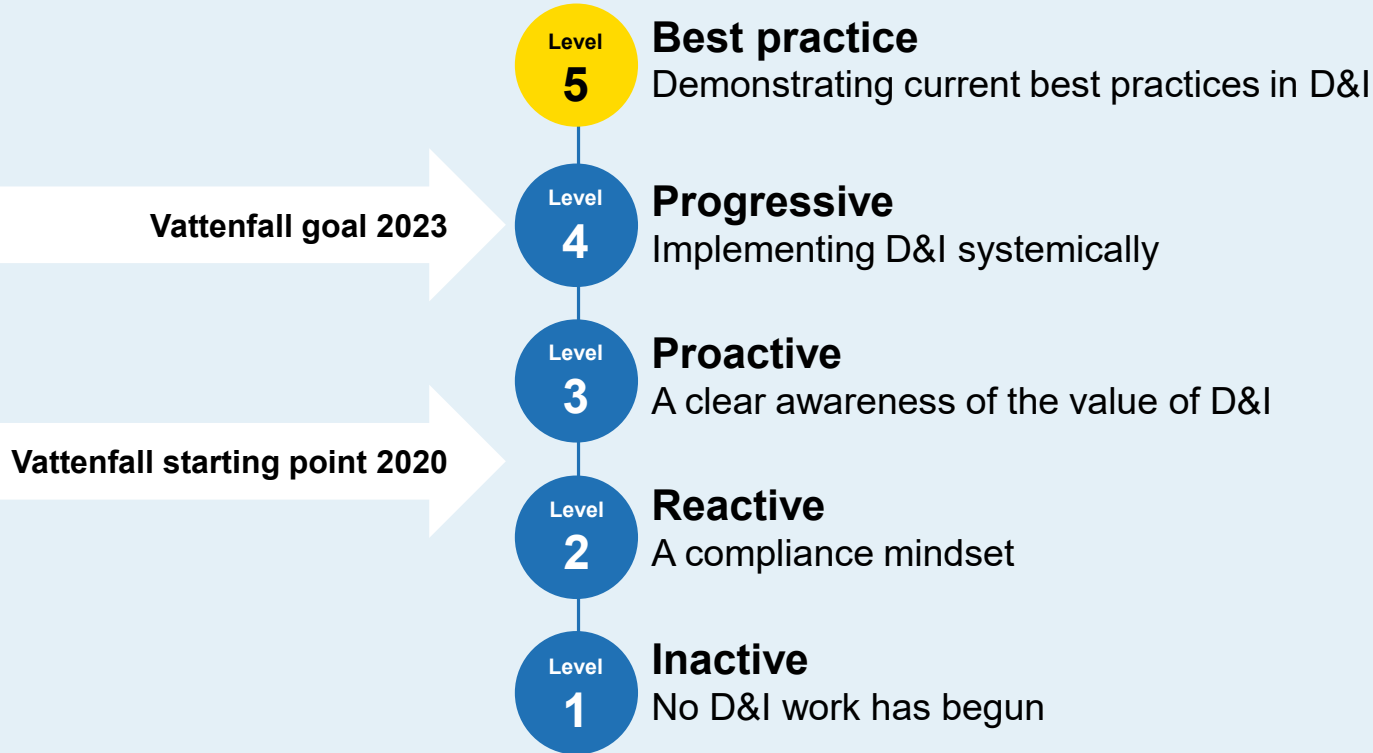
3. Include everyone; our managers lead the way

New target/KPI based on updated D&I Index

Toolbox for Managers to build on understanding and take action –

- development underway
- English launch late 2020, overall launch January 2021
- to include Manager self-assessment

Global Diversity & Inclusion Benchmark



Our D&I roadmap: prioritised actions*



Sociala media

Var med i samtalen – WiN är viktiga!



[linkedin.com/in/torbjornwahlborg](https://www.linkedin.com/in/torbjornwahlborg)

<https://twitter.com/TorbjornWahlbor>