

# Gender equality strategy in Örnköldsvik

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**ÖRNKÖLD SVIKS  
KOMMUN**



# "Leave no one behind"



CEMR  
2018



Gender equality  
strategy 2020-2024



Violence  
prevention



ÖRNSKÖLD SVIKS  
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# Our gender equality strategy

Women and men, **girls and boys** must have the same power to shape society and their own lives.



1. An even distribution of power and influence
2. Economic gender equality
3. Gender equal education
4. An even distribution of the unpaid domestic and care work
5. Gender equal health
6. Men's violence against women **and violence in close relationships** must end
7. **Gender equal social environment planning**

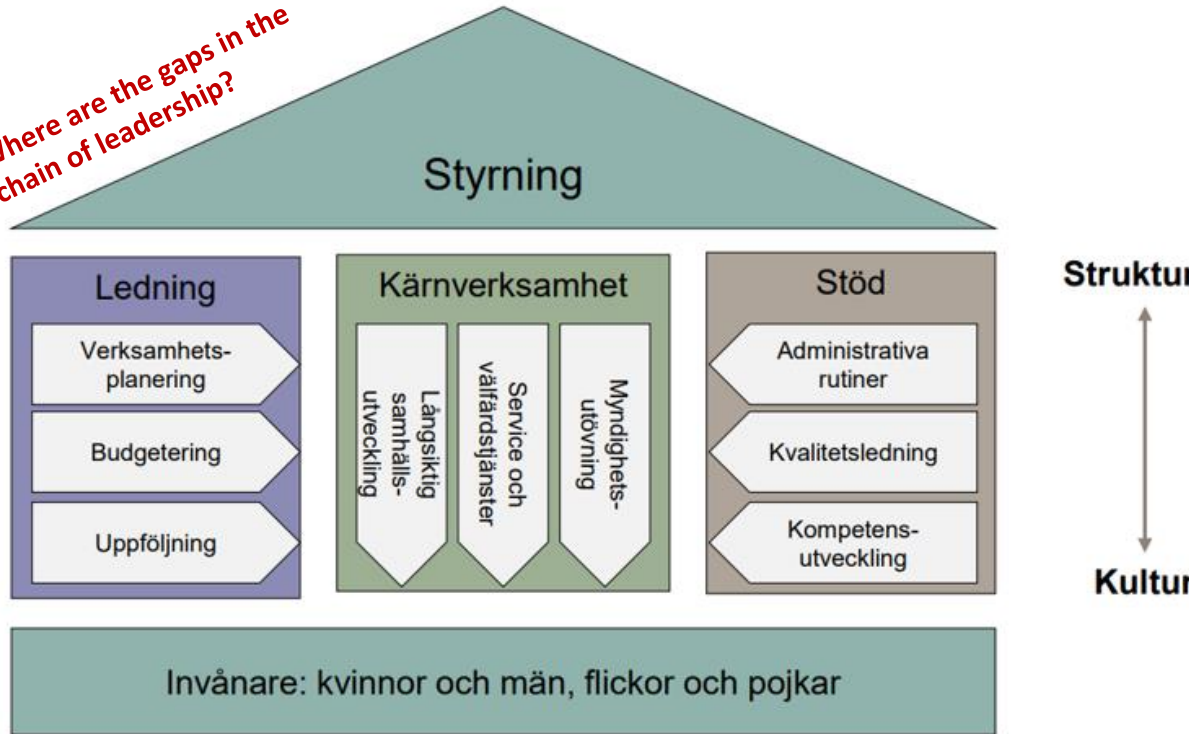
**+ CEMR-articles och goals for gender mainstreaming**

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# Gender mainstreaming as strategy



Where are the gaps in the chain of leadership?



Gender equality is created and maintained where we make decisions, distribute resources and create norms...

# "Always gender, but not just gender..."

Analyze how gender interacts with:

- **Transgender identity and expression**
- **Ethnicity**
- **Religion or other belief**
- **Functional impairment**
- **Sexual orientation**
- **Age**
- Socio-economic background
- Educational background
- Profession
- Geographical origin/place of residence

Kvinnor och män ska ha samma makt att forma samhället och sitt eget liv



# Checklist for gender equal decisions



1. Does the decision affect women and men, girls and boys or non-binary people?
2. How are background facts reported? Is the data gendered?
3. How are different groups of women and men, girls and boys affected by the decision?
4. How does the decision effect municipality gender equality goals?

# Budget for the municipality 2024



- We must actively participate in the work "A gender equal municipality free from violence".
- Gender equality work is fundamental in violence prevention work.
- Gender mainstreaming must be a natural part of operational planning and follow-up work.
- Örnsköldsvik's municipality must be a gender equal and non-discriminatory employer that works closely with the staff and their trade unions.
- In Örnsköldsvik, everyone should have the same opportunity to shape their own lives. We want a gender equal society where gender equal education and health are a matter of course.

# The role of the elected politicians



- Decide based on that drives gender equality
- Prioritize and allocate resources
- Request results and demand follow-up
- Responsibility for action

## **Other examples of activities:**

- education for politicians, leaders, parents etc.
- instructions for every year follow-up analyze
- education for gender equal procurement (checklist)
- checklist for gender equal playgrounds at schools
- routines to pay attention to violence (also perpetrators)
- routines to pay attention to gender equal allocation of work clothes
- follow-ups and adjusting for gender equal pay and full-time jobs
- follow-ups for gender equal sports association contribution and education for those
- Communication for inclusion
- *Maja will talk about gender equal school and student health 😊*

A success story...

# The student health



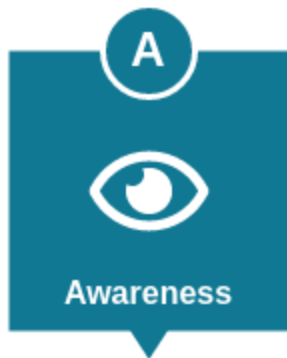
# GOAL

## Change model



**A diverse team dedicated to gender equality**

## Pre-contemplation



1. What is and isn't working in my organization
2. What are my options
3. Communicate that there is a problem
4. Focus attention on the most important reasons to change

## Contemplation



1. Communicate benefits for adoption of scrum
2. Identify risks involved
3. Build momentum
4. Address fears

## Preparation



1. Learn new technical skills
2. Learn to think as a team
3. Learn how to time box
4. Share information
5. Set reasonable targets

## Action



1. Empty a suitable governance framework
2. Training the basics
3. Start small
4. Don't do it by stealth
5. Adjust processes that touch the scrum teams

## Maintenance



1. Engage a scrum coach identify champions
2. Share scrum experience
3. Learn from early mistakes

Enablement Zone

Engagement Zone



1. What is and isn't working in my organization
2. What are my options
3. Communicate that there is a problem
4. Focus attention on the most important reasons to change



- Boys saw psychologists for learning and behavior issues
- Girls primarily visited counselors for emotional well-being
- Boys perform worse in school
- Girls perform but at a cost of bad mental health
- Boys are more involved in violence



1. Communicate benefits for adoption of scrum
2. Identify risks involved
3. Build momentum
4. Address fears

The awareness of the inequality raised a desire to change.  
We expected resistance but there were none.  
Everybody wanted to be a part of making a better student health, school and in the long run, a better world.



# In order to change effectively, one needs to know what to do, how, when and why

1. Learn new technical skills
2. Learn to think as a team
3. Learn how to time box
4. Share information
5. Set reasonable targets

## Block 1: Norms and discrimination

- Norms and values
- Systematic work
- Discrimination and school law

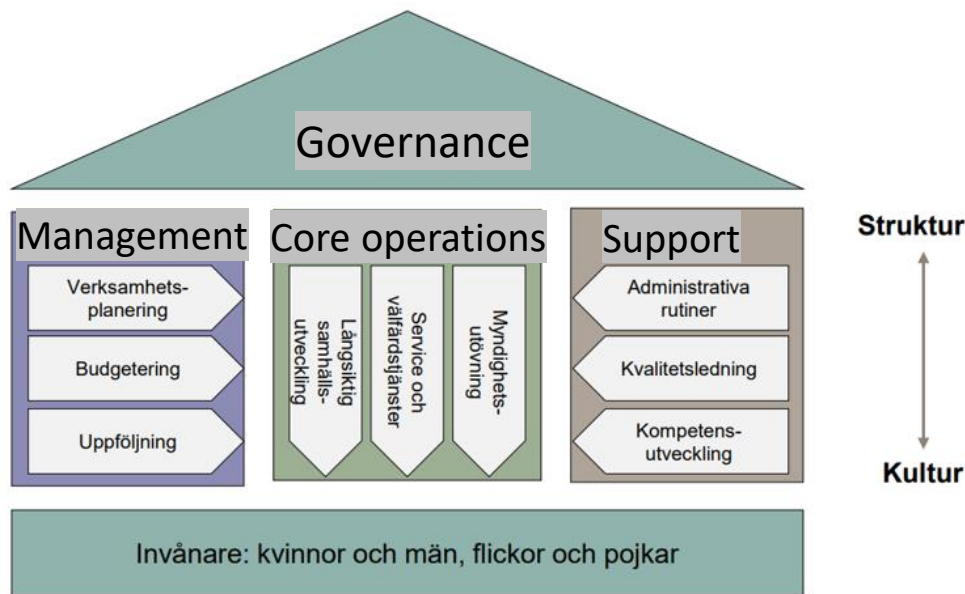
## Block 2: Gender equality

- Gender mainstreaming
- What teachers and other adults need to know for more boys to succeed at school
- Inclusive and reality-based teaching in sexuality, consent and relationships

## Block 3: Implement of curriculum - sexuality, consent and relationships

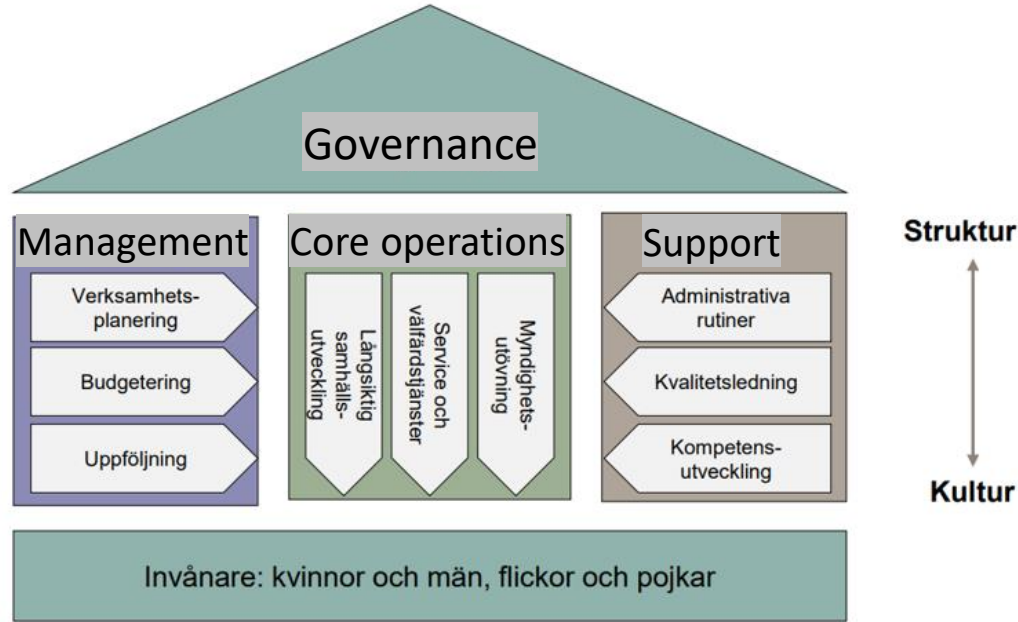
- Workshop 1
- Workshop 2
- Workshop 3

If the staff has the knowledge but not the capability, there will be no change.



1. Empty a suitable governance framework
2. Training the basics
3. Start small
4. Don't do it by stealth
5. Adjust processes that touch the scrum teams

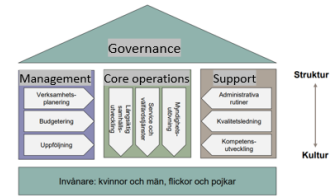
We involve and educate the staff every step of the way.



1. Engage a scrum coach identify champions
2. Share scrum experience
3. Learn from early mistakes

When gender equality is integrated in governance, management, core operations and support, combined with a learning organization that constantly seeks to improve - we will succeed!

# Achievements



- **Governance:** Gender equality analysis, mandatory part of anti-discrimination work
- **Management:** Business plan with activities to prevent violence, improve health and improve school results - based on gendered statistics
- **Core operations:** Mental health program for all five-graders, including norms and gender
- **Support:** Continuous education

# Keys to success – the five A:s

- A diverse team
- A change model
- A committed manager/committed managers
- Appropriate laws and regulations
- A belief that the world is a better place with gender equality



# A question for you

Where are the gaps in your chain of leadership/steering?

Thank you all for listening 😊



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