



European Diversity Conference

for the Strategic Leadership of the European Fire and Rescue Services

**APRIL 24-25, 2023
DANISH PARLIAMENT,
COPENHAGEN - DENMARK**

WHAT TO EXPECT:

EDUCATIONAL CONTENT, ENGAGING WORKSHOPS,
NETWORKING OPPORTUNITIES, AND DEI-
EMPOWERMENT.

WHO SHOULD ATTEND:

PROFESSIONALS THAT HAVE RESPONSIBILITY FOR
STRATEGIC MANAGEMENT OF THE FIRE AND RESCUE
SERVICES IN THEIR RESPECTIVE COUNTRIES AT
MUNICIPAL, COUNTY, REGIONAL OR STATE LEVEL.

Diversity, equity, and inclusion in the FRS:

HOW TO **RECRUIT** AND HOW TO **KEEP**?

Register now for the conference and join the journey towards more diverse, equal, and inclusive Fire and Rescue Services.

It is a two-day conference, with time to reflect, connect and gain knowledge on how to sustain and develop healthy organizations within the European Fire and Rescue Services - with diversity, equity, and inclusion as core values.

Through an interactive approach, the conference aims to:

- provide the strategic leadership from the Fire and Rescue Services around Europe with strategic tools and insights into WHY and HOW to work with diversity, equity, and inclusion in their own organizations.
- share international insights, research, and specific methods from around the world on how to implement diversity strategies - *from thought to action*.
- promote and strengthen the efforts toward diversity and inclusion in the European Fire and Rescue Services, by establishing a network in which to establish connections and share diversity-enhancing practices across countries - also after the conference ends.

We look forward to seeing you,

Danish Emergency Management Organization
& The Federation of European Fire Officers (FEU)

REGISTRATION IS NOW OPEN:

[**REGISTER HERE**](#)



Conference program

1st day

WHEN: MONDAY, APRIL 24 - FROM 10.00-16.30
WHERE: DANISH PARLIAMENT, CHRISTIANSBORG
• FOLLOWED BY A SOCIAL DINNER AT 20.30

10.00-10.10	Welcome / practical info Tim Ole Simonsen & Muneeza Rosendahl
10.10-10.20	Official opening speech
10.20-10.45	McKinsey's research results: <i>"Diversity wins: How inclusion matters"</i> - DEI business impacts and insights into how inclusion matters Stine Rømmen Andersen
10.45-11.00	Small break (Coffee/tea and snacks available)
11.00-12.00	Workshop: <i>"Making diversity visible"</i>
12.00-13.00	Lunch break
13.00-13.45	Workshop: <i>"What challenges do we face in our organizations?"</i>
13.45-14.45	Action points for gender equality in the FRS - Perspectives from the 'CTIF Commission for Women in Fire & Rescue', and the 'German Network for Female Firefighters' Susanne Klatt, Division Chief at Essen Fire Department in Germany The Amsterdam approach: <i>Just do it! The need for a strong tone from the top to enhance diversity and inclusion</i> - Actions taken and lessons learned for other colleges in the field Marleen van de Kerkhof, Deputy Chief Commander at the Amsterdam Fire Department DEI in the London Fire Brigade: <i>Togetherness strategy</i> (not confirmed) Representative from the London Fire Brigade
14.45-15.15	Break and time for reflection (Coffee/tea and snacks available)
15.15-15.45	Panel discussion with the presenters of the day: <i>Challenges and solutions</i>
15.45-16.30	Keynote speech and Q&A: <i>Identity, gender equality, and inclusion</i> - A powerful and personal story with an unique perspective on gender equality and inclusion in the workplace Caroline Farberger, Partner and Chairwoman at Wellstreet
20.30	Social Dinner At 'Madklubben, Vesterbro' Address: Vesterbrogade 62, 1620 København V, Danmark



Conference program

2nd day

WHEN: TUESDAY, APRIL 25 - FROM 09.00-15.30

WHERE: DANISH PARLIAMENT, CHRISTIANSBORG

09.00-09.05	Welcome / practical info Tim Ole Simonsen & Muneeza Rosendahl
09.05-09.50	<i>Unconscious bias awareness and inclusion of LGBTI+ in the workplace</i> - from personal to organizational bias (including norm-critical exercises) Jannick Friis Christensen, postdoc researcher at Copenhagen Business School
09.50-10.30	<i>Work environment factors for gender equality and diversity in the FRS</i> - Research findings and lessons from the Swedish Fire and Rescue service Lena Grip and Stefan Karlsson, researchers at Karlstad University
10.30-10.45	Small break (coffee/tea and snacks available)
10.45-11.30	<i>Making the DEI Roadmap and Toolkit for the United States Fire Service</i> - The process and the plan Jennifer A. Taylor, Director, Center for Firefighter Injury Research and Safety Trends (FIRST)
11.30-12.15	Workshop: "Creating change from within - Bias awareness and inclusive work environment and culture"
12.15-13.15	Lunch break
13.15-14.00	<i>Diversity leadership - Five action points / methods and tools to lead your company to growth, innovation, and value creation through DEI</i> Loveleen Brenna Rihel, Founder of Seema (diversity management)
14.00-14.30	<i>Fire Rescue Services for everyone: Inclusion of ethnic minorities</i> - How to: Strategic inclusive communication in branding and recruitment Niddal El-Jabri, Liberate Agency
14.30-14.45	Small break (coffee/tea and snacks available)
14.45-15.30	Presentation of and registration for the new virtual network: 'DEI FRS European Network' - a network to share knowledge / keep in touch after the conference ends

[REGISTER HERE](#)



Practical information

REGISTRATION

Register through the following link: [REGISTRATE FOR THE CONFERENCE HERE *](#), at www.danskeberedskaber.dk, or use the QR code that is shown at the bottom of this page. The deadline for registration is March 1, 2023. Registration is binding, but in case you are unable to attend we offer you the possibility of sending someone else.

PRICE OF ATTENDANCE

The full price of attending the conference is 395 EUR.

The price includes and covers both conference days, catering during the day, and dinner in the evening, on April 24 (the first day of the conference). Please make us aware of any allergies or special needs when you register.

Please note that it is only possible to book the full package (both days + Social Dinner). Online participation is unfortunately not a possibility, due to the interactive and networking-aimed elements of the conference.

ACCOMMODATION

Accommodation during the stay is not included in the price, but we offer you a fixed-price direct booking link for Hotel Wakeup Borgergade (In the center of Copenhagen - close to where the conference and Social Dinner take place). [BOOK HOTEL HERE *](#)
Please note that you must book before March 25 to be guaranteed the discount and a room.

Single room: 790 DKK approx. 106 EUR (per night)

Double room: 980 DKK approx. 130 EUR (per night)

- the prices are fixed and the link is available for the following dates: 20-26 of April 2023.

LOCATION

The conference takes place at the Danish parliament

Address: Folketinget, Christiansborg. 1240 Copenhagen K, Denmark.

HOST

The conference is hosted by Danske Beredskaber, the Danish Emergency Management Organization - in collaboration with the Federation of European Fire Officers (FEU).

MODERATORS

The conference will be moderated by Muneeza Rosendahl, Head of the organization Equal Access (Lige Adgang), and Tim Ole Simonsen, Chief of Operations and incident commander in the Greater Copenhagen Fire Department.

QUESTIONS?

For further information or questions regarding the conference, contact Merle Luna Raben, e-mail: mer@danskeberedskaber.dk

*QR CODE FOR CONFERENCE REGISTRATION:



*QR CODE FOR THE HOTEL BOOKING LINK:





**How will the Fire
and Rescue Services
be portrayed in the
future?**

