



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.



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for the Strategic Leadership of the European Fire and Rescue Services and other Emergency Services

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COPENHAGEN - DENMARK

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

WHO SHOULD ATTEND:

PROFESSIONALS THAT HAVE RESPONSIBILITY FOR
STRATEGIC MANAGEMENT OF RESCUE SERVICES (NOT
LIMITED TO THE FIRE 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	Research on why diversity wins, how inclusion matters and a Nordic perspective on the gender equality paradox in leadership roles - McKinsey & Company perspective on the importance of DEI, root causes for gender inequality in leadership roles and solutions Boris Georgiev, Engagement Manager at McKinsey & Company
10.45-11.00	Small break (Coffee/tea and snacks available)
11.00-11.45	Workshop: "Making diversity visible - what challenges do we face in our organizations?"
11.45-12.45	Lunch break
12.45-13.45	Workshop Kenneth Reinicke
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
	Different perspectives on diversity within the fire service in the Netherlands - A reflection on diversity within the fire service and the role of firefighter humor as a mechanism to exclude those who don't conform to the dominant norm at the station Karin Dangermond, Senior researcher at Netherlands Institute for Public Safety
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 a 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](#)



Conference speakers



CAROLINE FARBERGER
Partner and Chairwoman, Wellstreet

Caroline has a long and successful career in the financial industry and she is the first senior business leader in the Nordics to speak openly about her gender transition. The experience of having been CEO from both a male and female position has given her a unique and eye-opening perspective on gender equality in the workplace. Caroline will emphasize why challenging norms, having inclusive leadership, and embracing diversity are key elements to obtain thriving organizations.

NIDDAL EL-JABRI
Client & Inclusive Strategist, Liberate Agency

For the past seven years, Niddal has been working in depth with understanding, representing, and communicating on behalf of minority groups. He will share his unique insights, and help the audience understand how to be relevant and how to design strategies for recruitment and communication that is inclusive and will be noticed and picked up by people, with minority identities.



SUSANNE KLATT
Division chief of training, Essen Fire Department

In 2006 Susanne co-founded Feuerwehrfrauen, the German network of female firefighters, where she has served as the president since 2022. She is also a board member of the CTIF Commission 'Women in Fire and Rescue Services'. At the center of this work, is the ambition to get more women into the fire services while also establishing equal opportunities for women already there. Susanne will share insights and action points, as inspiration to others.

KARIN DANGERMOND
Senior researcher, Netherlands Institute for Public Safety

Karin will present her research based on group discussions, participant observations and interviews with more than 600 career and non-career firefighters. A reflection is given on diversity within the fire service; how firefighters think about diversity within the fire service and specifically in their station, and what opportunities and bottlenecks they experience. The role of firefighter humor is an important part of the culture - but is it also a mechanism to exclude firefighters who don't conform to the dominant norm at the station?



LOVELEEN RIHEL BRENNA
Founder and owner, Seema

Loveleen has extensive experience with diversity leadership and organizational development. She will highlight action points for working towards diverse and inclusive organizations and will cover different aspects of inclusive leadership, such as defining diversity, gender equality, inclusion, and belonging, and showing the links between diversity, value creation, sustainability, and risk reduction. Loveleen will emphasize why diversity management is about leadership and provide insights to understand diversity competence and its applicability.

BORIS GEORGIEV
Engagement Consultant, McKinsey & Company

Boris will present the importance of DEI and its value in organizations and showcase the highlights of McKinsey's global research findings. The gender diversity paradox and its root causes will be discussed and he will share knowledge on how to improve gender balance within organizations.



KENNETH REINICKE
Associate Professor, Roskilde University

Kenneth is a prominent researcher on men and masculinity and for the past many years he has done research on different aspects of men's lives. Since the vast majority of Firefighters are men, his workshop will zoom in on how to understand men and masculinity in modern times and specifically on how the agenda of inclusion can be understood as being (also) beneficial to this particular group.



JENNIFER A. TAYLOR
Director, Center for Firefighter Injury Research
and Safety Trends

Jennifer will present insights from an American context, where diversity, equity, and inclusion are considered critical, and explain the process of developing a specific toolkit, as a method to incorporate DEI strategies into the US fire service organizations. The toolkit includes education, assessment, training components. Through collected data, best practices, trainings and model policies are developed. The toolkit will be made available through an online clearing house to centralize information and will be free to all fire departments so that recruitment, retention, and advancement of a more diverse, equitable, and inclusive industry can be realized.



JANNICK FRIIS CHRISTENSEN
Ph.D., Postdoc researcher, Copenhagen Business
School

Jannick's research focuses on norm-critical approaches to organizing and researching diversity. He will focus on LGBT inclusion and how our biases can influence recruitment and work culture, and potentially affect the wish for a diverse workforce. Shifting the perspective from individual to organizational bias, he will emphasize how to approach bias on a structural level, that opens up organizations to those outside the traditional norm.



LENA GRIP / STEFAN KARLSSON
Researchers, Karlstad University, Sweden

Lena Grip and Stefan Karlsson have focused on gender equality and diversity within the Rescue Services in several studies. In their presentation, they will highlight lessons from these studies - in particular, questions about the working environment and the organization of the work. It will be pointed out, how equality and diversity work is strengthened when broad and systematic work environment management is put in focus. Improving gender equality is about changing attitudes, but not only; it is also about changing structures.



MUNEEZA ROSENDAHL (MODERATOR)
Head, Equal Access (Lige Adgang)



TIM OLE SIMONSEN (MODERATOR)
Chief of Operations/ Incident Commander,
Greater Copenhagen Fire Department



Registration?

REGISTRATION

Register for the conference at www.danskeberedskaber.dk, or use the QR code. Deadline for registration is March 1, 2023.

PRICE OF ATTENDANCE

The full price of attending the conference is 395 EUR. Price covers both conference days, catering during the day, and a social dinner in the evening, on April 24 (the first day of the conference).

LOCATION

The conference takes place at the Danish Parliament. Address: Folketinget, Christiansborg, 1240 Copenhagen K, Denmark.

QUESTIONS?

For further information or any questions please contact Merle Luna Raben: mer@danskeberedskaber.dk

**CONFERENCE
REGISTRATION**



**HOTEL
BOOKINGLINK**



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 HOTEL BOOKING LINK:





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

