

# What is your key take-away? What action will you take?

Diversity is not the endgame, inclusion is!

Insight on minorities experience. Variety of race / diversity on our new website.

To be really diverse you need to be inclusive first!

"You cannot imagine a black professional in certain settings. That is the first hurdle."

The first action point is to have the difficult discussions.

Dare to talk about discrimination. Dare to talk about the issue.

Its a good idea to start talking about this issue and bring in a facilitator for safer space.

I have learned to see everyday (work)life through the eyes of black person. Action: I will organize a webinar about racism in my organisation.

Have the courage to ask minorities about their experience

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Rather than concentrating on good - bad, concentrate on racistic behaviour

Are we ready? Do we have the structures? What are the coffee table discussions?

I will talk to my manager about the possibility of using positive discrimination in the recruiting announcements

Sharing your experiences of racism with the employer or team is very important to speak out your voice and handle racism.

Start talking about this, investigate what's going on and build a plan to become better organization. All this to become top leadership agenda as well

Racism affects us all, no matter your ethnic background

Do not have a binary mindset in your discussions

don't avoid talking about these issues just because you feel uncomfortable or are afraid of saying something wrong.

Reflect on my own sentiment that I don't discriminate

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I didn't take into account the idea of Nordic exceptionalism before.

I think there should have been a wider audience of this very good panel!

Challenge myself - and challenge others around me - when I see systemic racism. I tend to be too cautious to confront others' views.

I will definitely talk about these issues at every coffee table conversation ❤️

Going to research on it

Start with having your own house in order first

To not to presume I do not have racist micro-attitudes. And how important it's to talk about racism and conditioning even in an environment that is thought to be anti-racist.

I thought it is respectful not to always bring (or limit) people of colours to their colours. So my strategy was to not be vocal or ask questions, but just behave normally, just as I would with white colleagues. Now, I will talk about those issues.

This webinar should be compulsory especially for managers. Will talk about these issues with my own manager.

# What is your key take-away? What action will you take?

Coming here I wasn't sure if this should be a topic in our company and my key takeaway is that it is. Thank you for the panel!

I have been witness to racism before. Sometimes I have spoken up and other times, I have been too afraid to speak up about it and felt ashamed. Now I will always use my voice. I feel inspired, thank you!