

Gender equality and diversity affects the conditions for individuals, workplaces, and attractiveness of employment in municipalities and competitiveness of business, as well as positive customer relations. To achieve this, Kristianstad Municipality, in collaboration with the Central Hospital in Kristianstad initiated two-year project called Reverse Mentoring

In REVERSE individuals at management level in public sector will through innovative competence development, get applied methods for promoting gender equality based on equal opportunities and diversity. REVERSE will combine methods as Search Conferences, Capacity development with adjusted job trainings and Reverse Mentorship to provide the trainees with skills closely related to their everyday work and how to handle diversity oriented customer services.

REVERSE addresses individuals at management level from the public sector with the aim to develop their understanding and competence regarding equality based on the non-discrimination principles. They will get broader understanding of how to practically go about realizing equality policies within each organization. Approx. 24 leaders from different sectors will take part in the first cross-sector mentoring program from the perspective of reverse mentoring in EU. The leaders will have a foreign-born female mentor and access a tailor-made program with lectures and seminars. Approx. 500 people in partner organizations will be invited to participate in the project activities. The project is ESF-funded and will run until December 2013.

The overall budget is approximately 600 000 EUR.