

Fryktløs ledelse for mangfold og likestilling!

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Mangfold

Bred og dynamisk
Interseksjonalitet, roller,
prosess



Fryktløs ledelse 1- Satse

Satse på forskjellige folk
og forskjellige forskning-



Privilegium

Maskulin, heteronormativ, hvit, og norsk..

Innebygd i
systemene og
strukturene

Miller, C., & Roksa, J. (2019). Balancing research and service in academia: Gender, Race, and Laboratory Tasks. *Gender & Society*,

Kenny, E. J., & Donnelly, R. (2019). Navigating the gender structure in information technology: How does this affect the experiences and behaviours of women? *Human Relations*, 73(3), 326-350.

Block, C. J., Cruz, M., Bairley, M., Harel-Marian, T., & Roberson, L. (2019). Inside the prism of an invisible threat: Shining a light on the hidden work of contending with systemic stereotype threat in STEM fields. *Journal of Vocational Behavior*, 113, 33-50.

Aguinis, H., Ji, Y. H., & Joo, H. (2018). Gender productivity gap among star performers in STEM and other scientific fields. *Journal of Applied Psychology*, 103: 1283-1306. *Journal of Applied Psychology*, 103, 1283-1306.

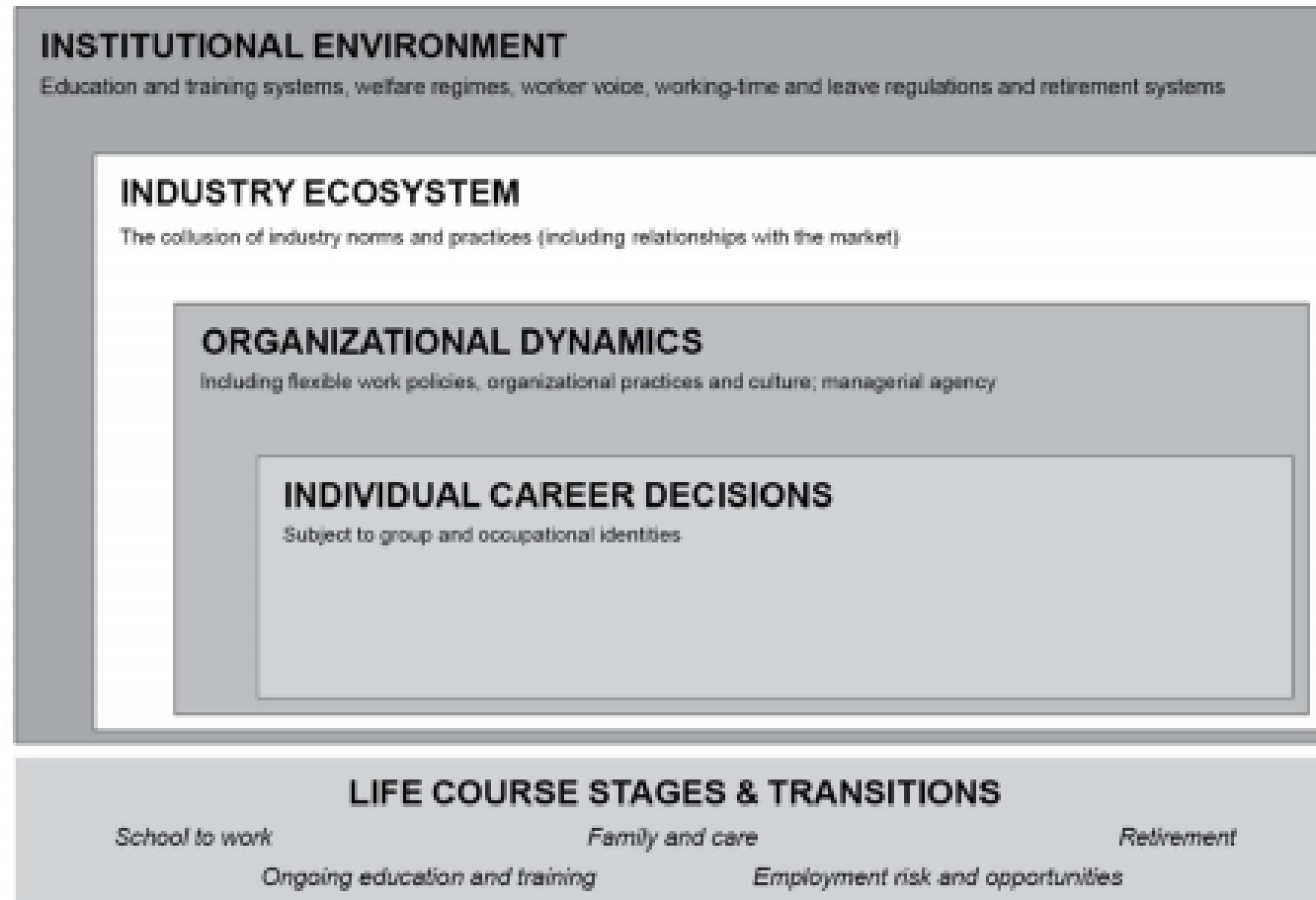


Figure 2. Determinants of career pathways.

Cooper, R., Baird, M., Foley, M., & Oxenbridge, S. (2020). Normative collusion in the industry ecosystem: Explaining women's career pathways and outcomes in investment management. *Human Relations*

Fryktløs ledelse 2- Endring og omstilling

Demontere og
gjenoppbygge



Praksis

Adferd og normer og læring

Retningslinjer, trening, allierteskap (allyship)

Salter, N. P., & Migliaccio, L. (2019). Allyship as a Diversity and Inclusion Tool in the Workplace', *Diversity within Diversity Management (Advanced Series in Management, Volume 22)*. In: Emerald Publishing Limited.

Dobbin, F., & Kalev, A. (2020). Why Sexual Harassment Programs Backfire And what to do about it. *Harvard Business Review*, 98(3), 45-52.

Fryktløs ledelse 3- Sette grenser Stille krav

Utvikle nye normer og praksis



Fryktløs ledelse er inkluderende ledelse

oppover, nedover og sidelengs



Brimhall, K. C., & Palinkas, L. (2020). Using Mixed Methods to Uncover Inclusive Leader Behaviors: A Promising Approach for Improving Employee and Organizational Outcomes. *Journal of Leadership & Organizational Studies*,

Tiden er Nå!

Takk