Policy Suggestions to increase diversity in the workplace

1 Increase transparency and accountability

1.1 Introduce target setting and reporting on gender diversity at top-3 management levels in addition to the Board of Directors

1.2 Require mandatory display of results on companies' website in addition to annual reports

1.3 Accelerate diversity certification based on progress on diversity targets (e.g., utilizing the ongoing work by Dansk Standard) to highlight companies that are taking action

2 Enhance knowledge about diversity and discrimination in the workplace

2.1 Invest in research on diversity in the Danish workplace, related to gender, ethnicity, and other diversity parameters relevant to businesses’ performance

2.2 Increase awareness of lack of gender diversity in leadership positions, incl. research-based best practices to increase gender diversity

2.3 Ensure more data on nationality and immigration status in statistics on management / board positions in Denmark

3 Ensure a stronger pipeline of diversity

3.1 Reduce the administrative burden of recruiting from outside of the European Union

3.2 Set an explicit goal of increasing retention of international students after graduation

3.3 Increase international students’ knowledge of the Establishment Card Scheme and establish further initiatives to keep international students in Denmark post-graduation
Gender Diversity Roundtable members and signatories

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