



# Hvor er damene?

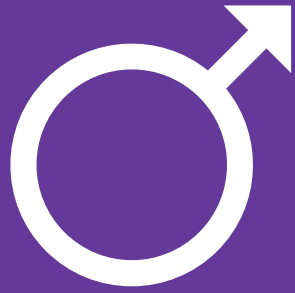




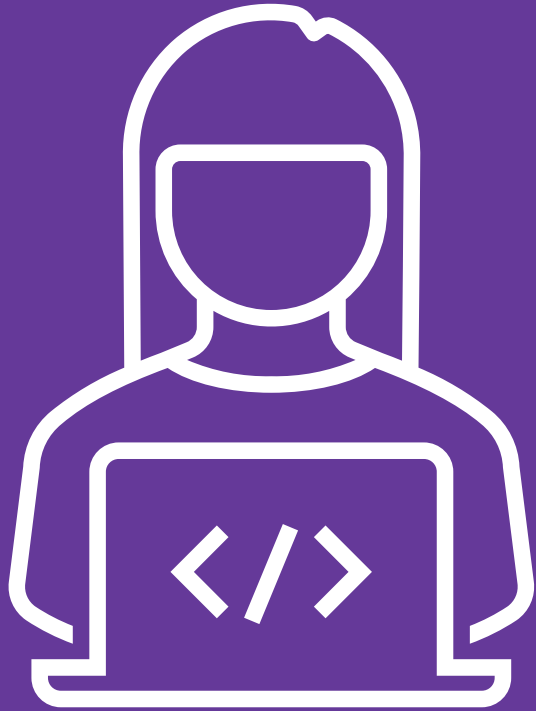






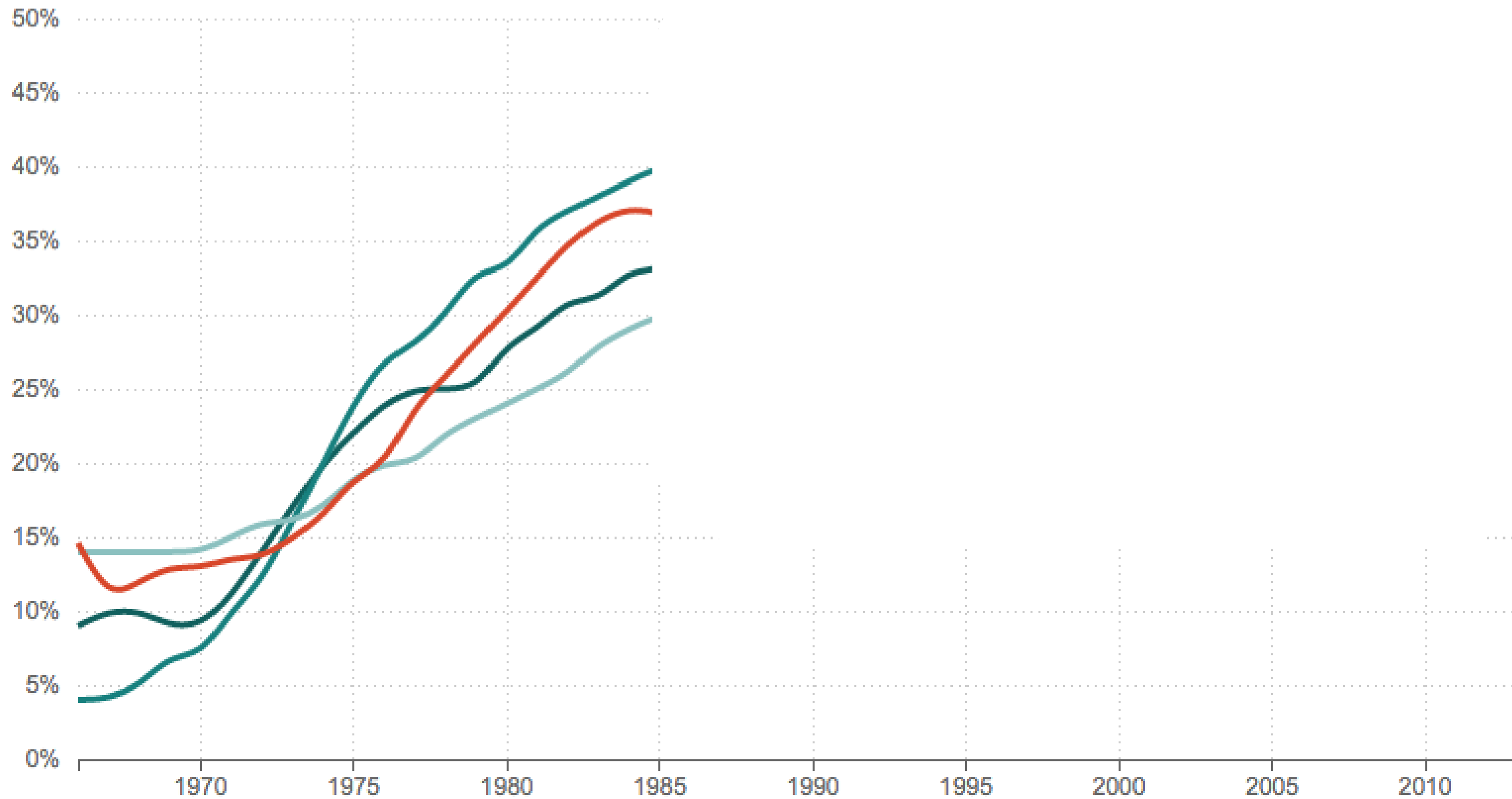




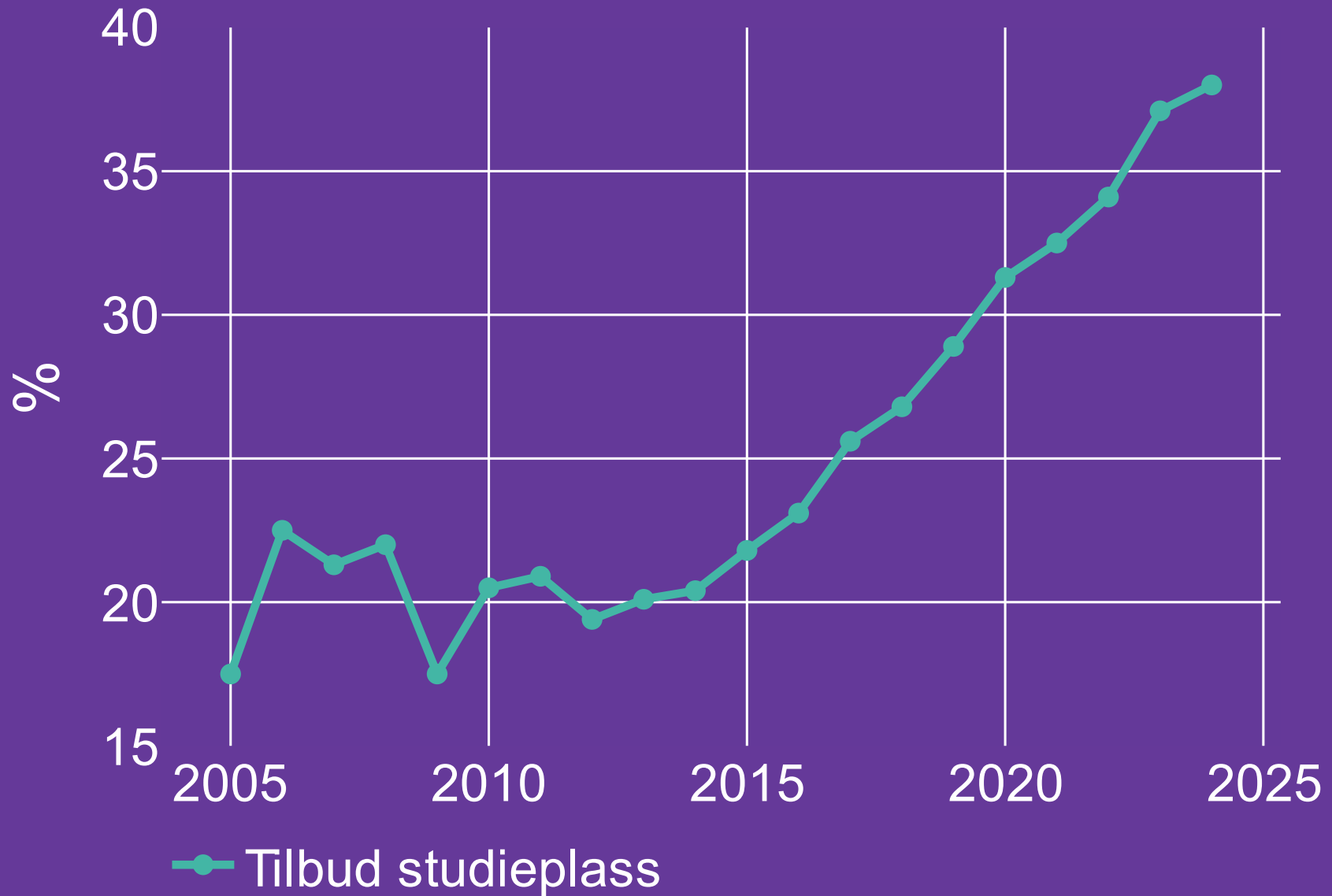


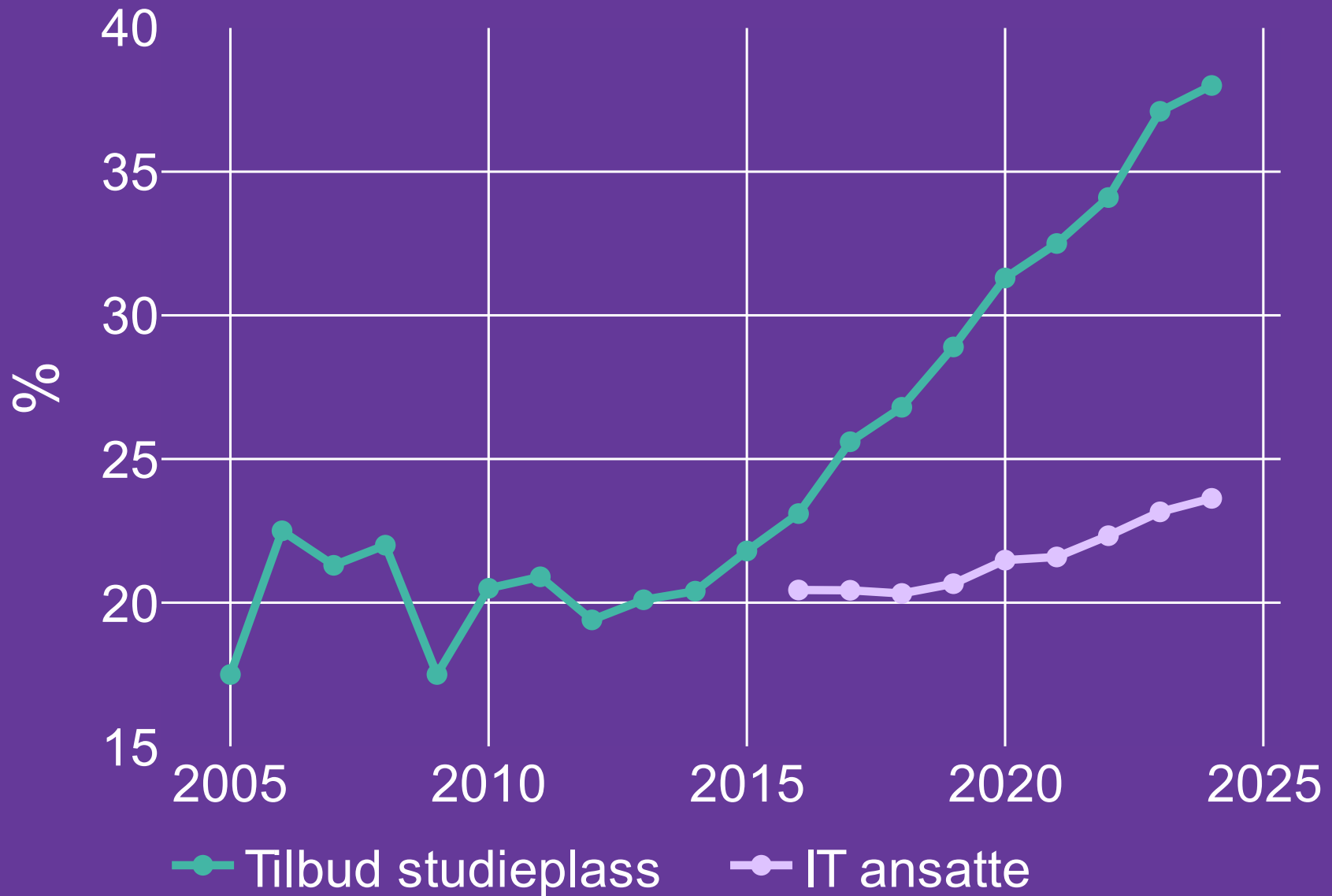


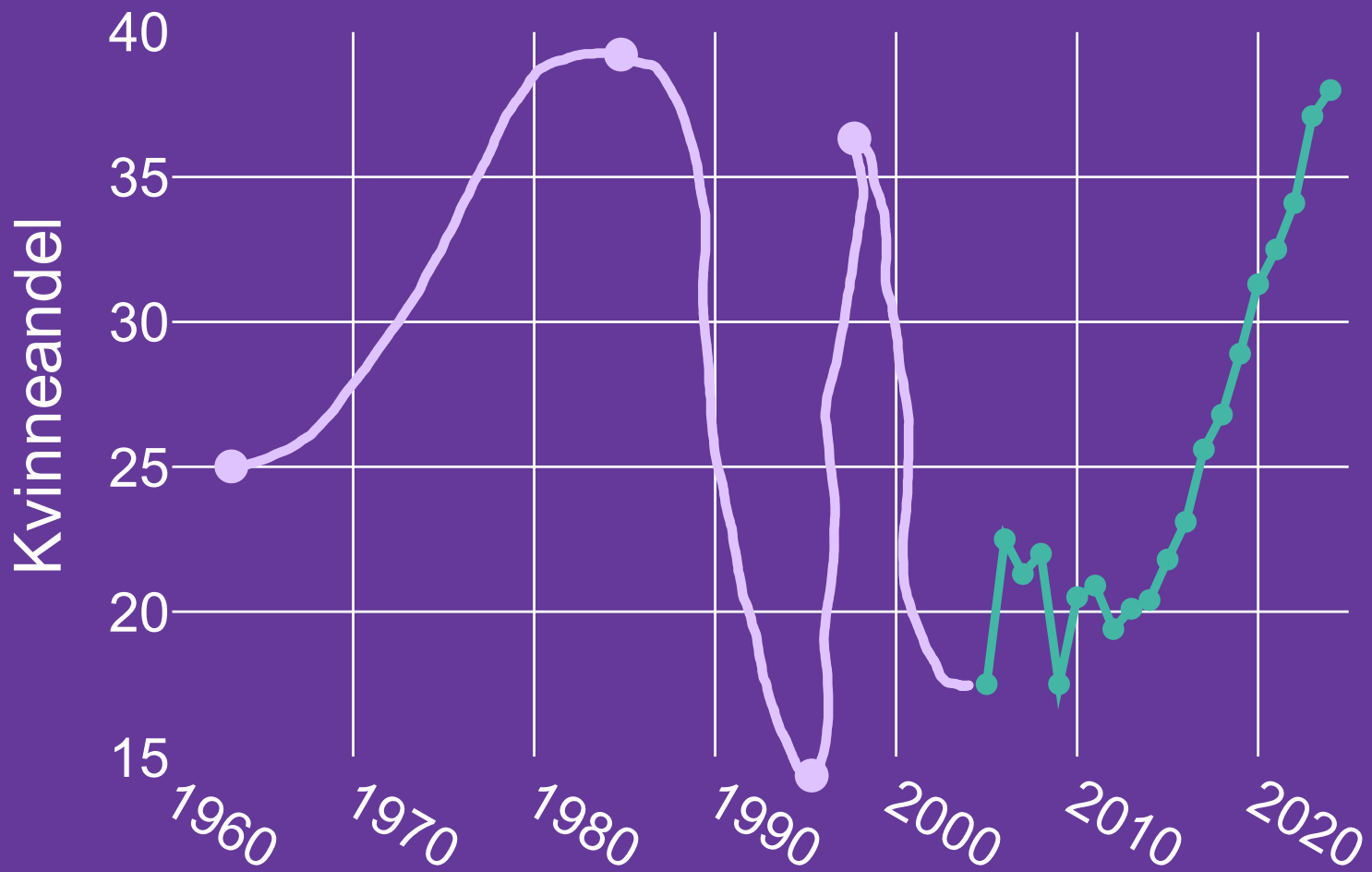
Medical School    Law School    Physical Sciences    Computer science









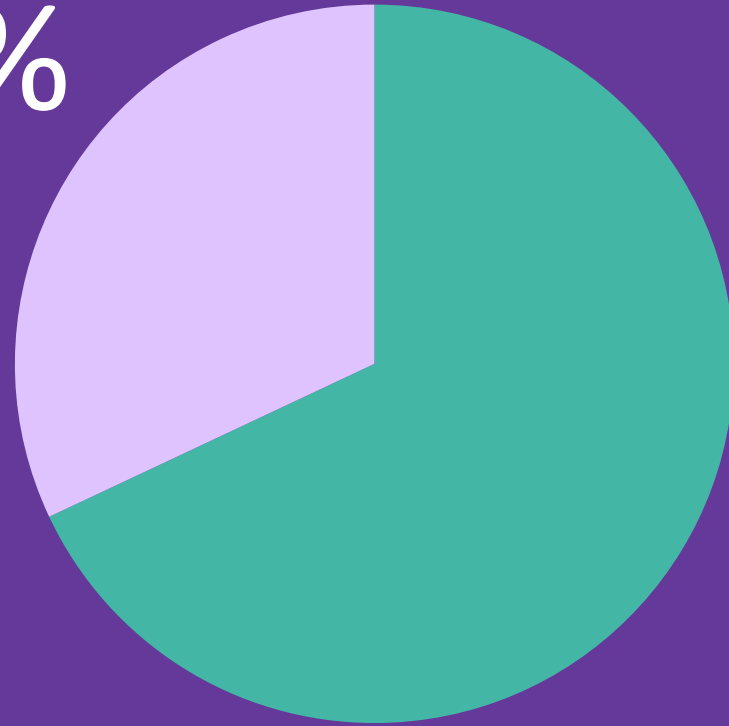






NAV IT

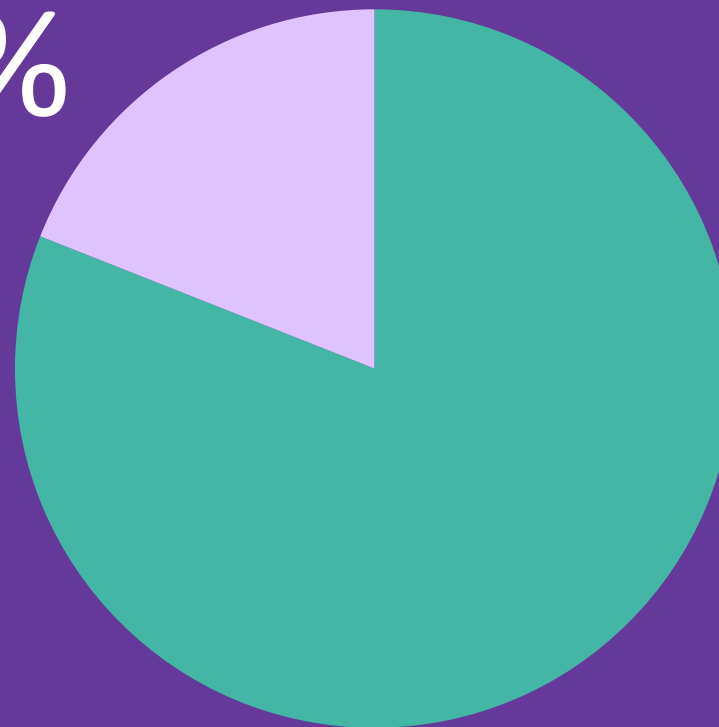
32%





# Utvikling og Data

19%

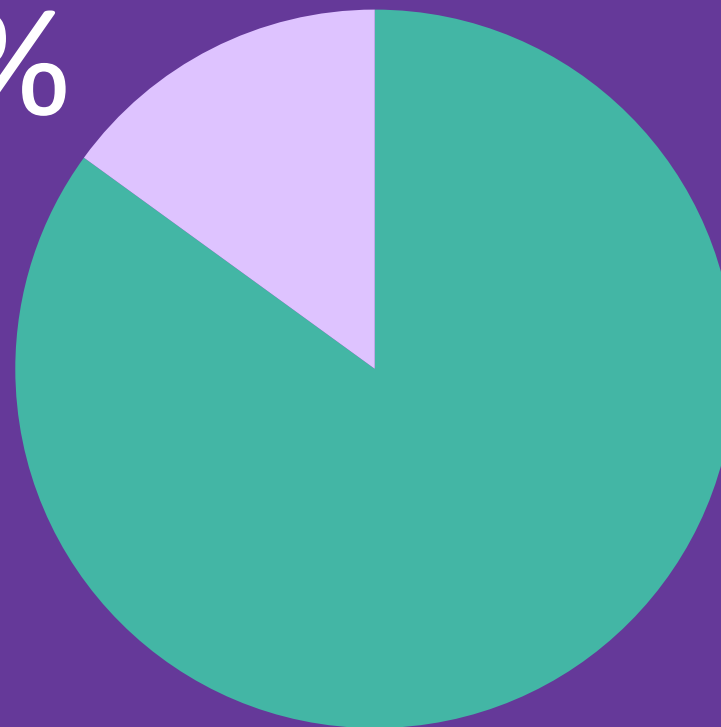






# Utviklingsseksjonen

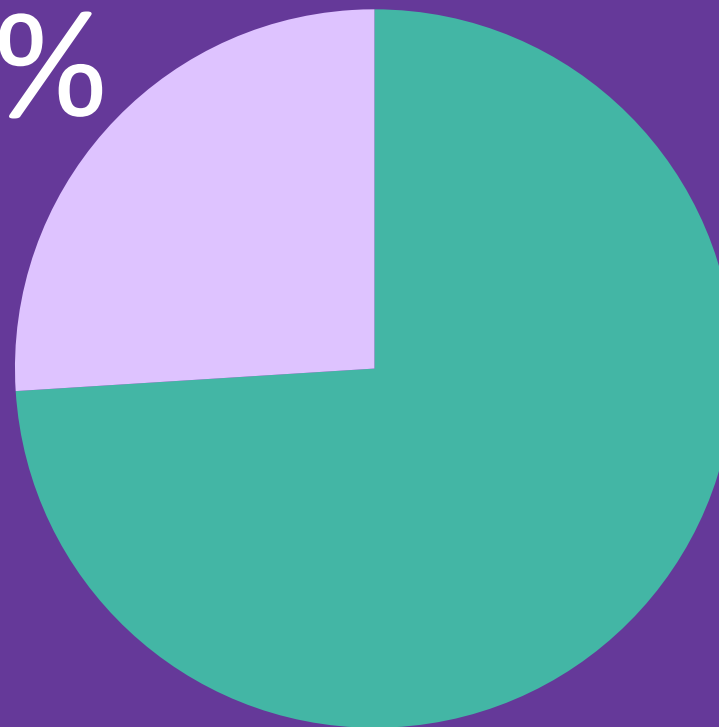
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# Utviklingsseksjonen rådgiver

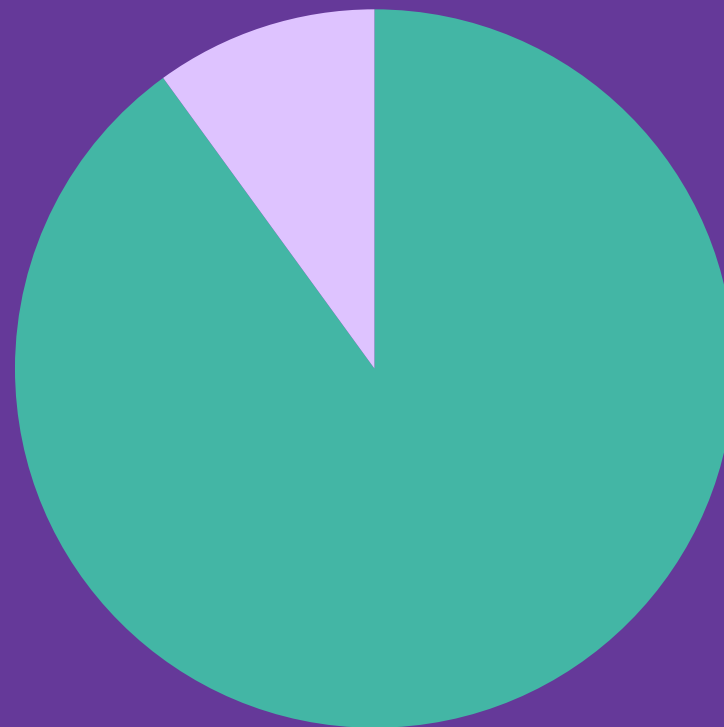
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# Utviklingsseksjonen seniorrådgiver

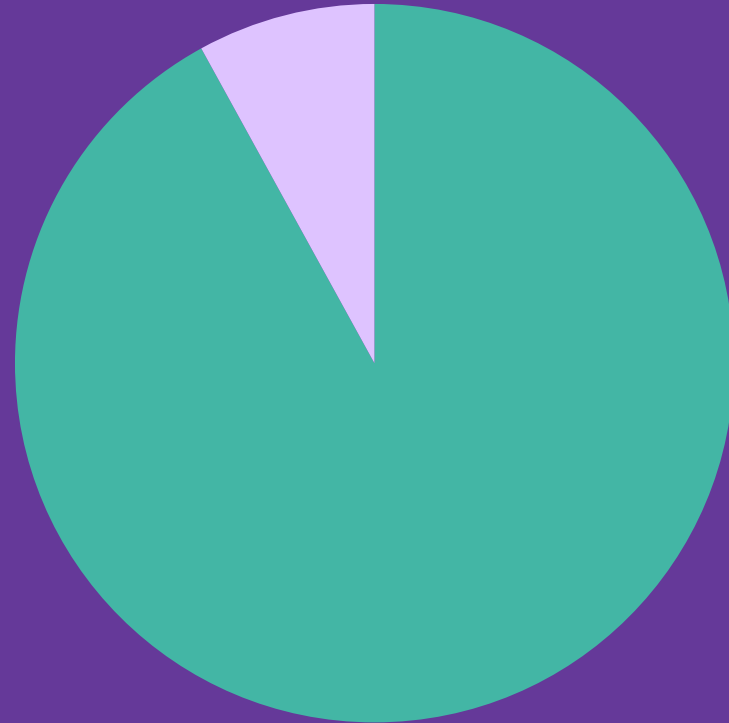
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# Securitychampions

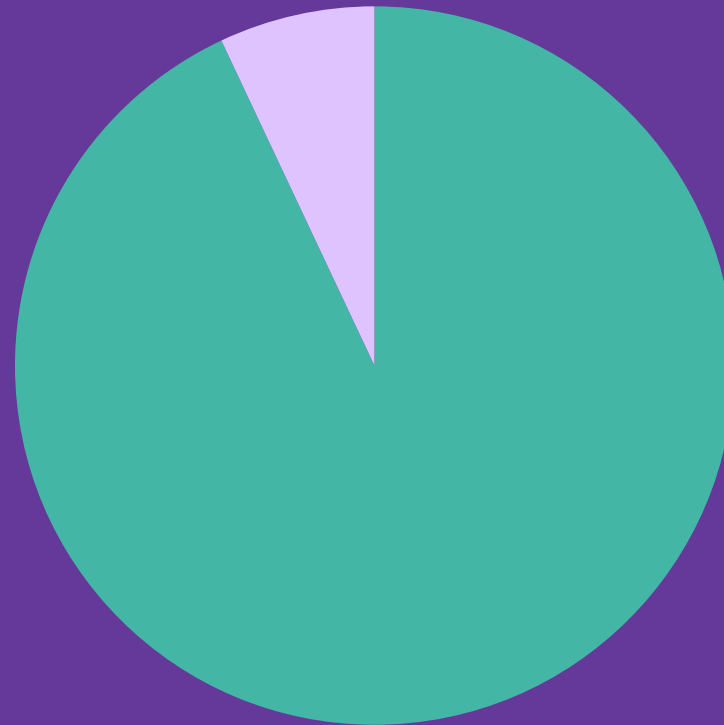
8%





# Tech lead

6%

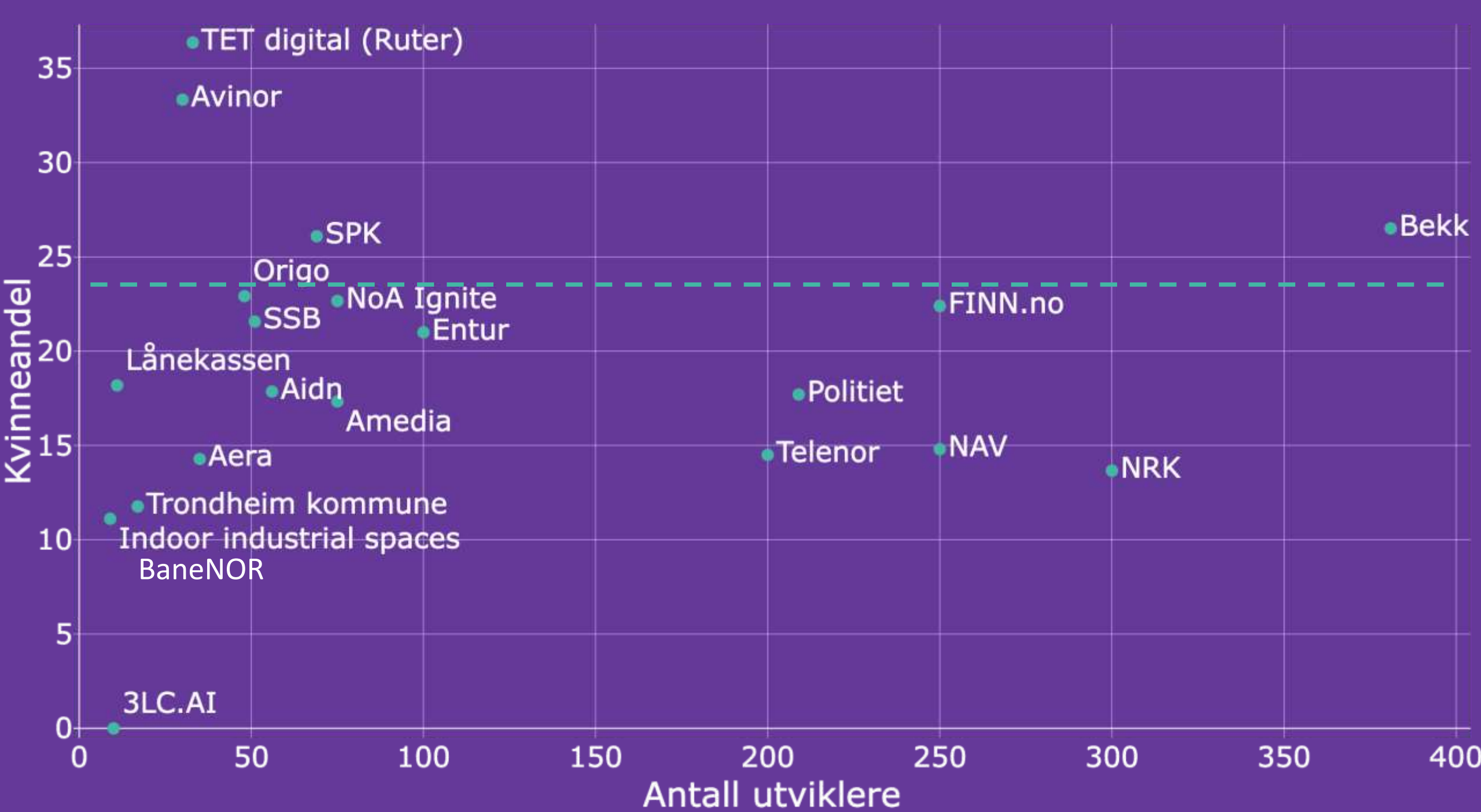




# Teknologi prinsipal

0%













Jeg vet hva jeg kan  
gjøre for å hjelpe



Ubeviste  
bias



Vi oppdras inn i  
kjønnsroller



Ekskluderende  
kultur

Rollemodeller

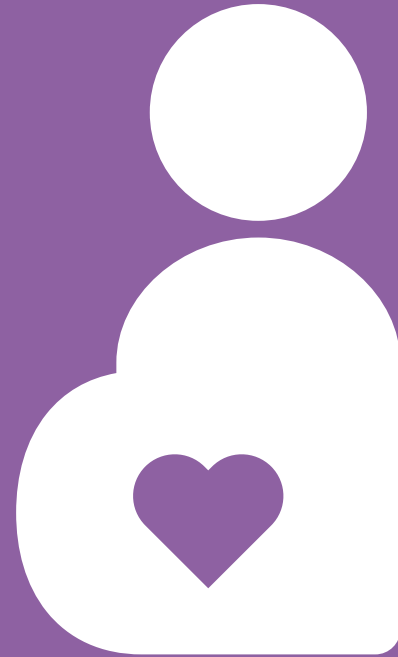


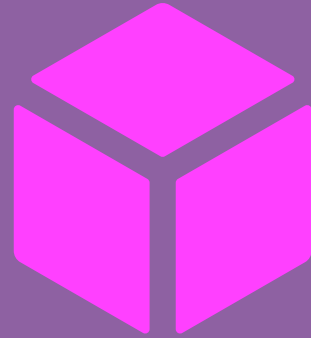
Normer og  
forventninger



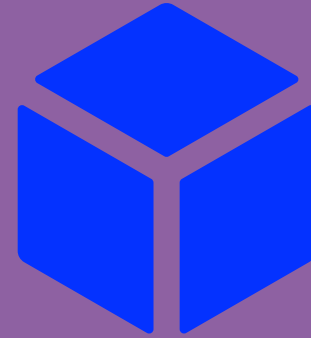
# Vi oppdras inn i kjønnsroller





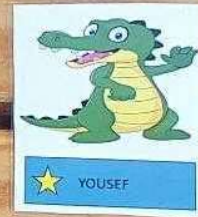
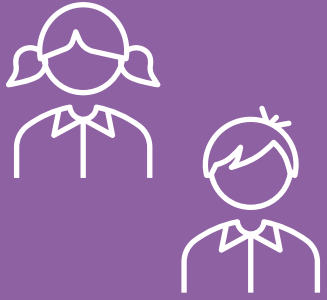


Søte  
Stille  
Emosjonelle  
Svake

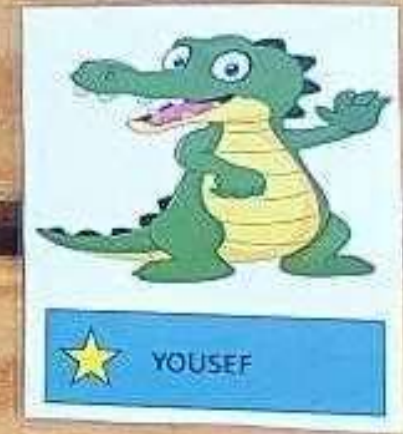
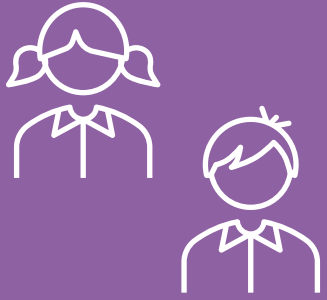


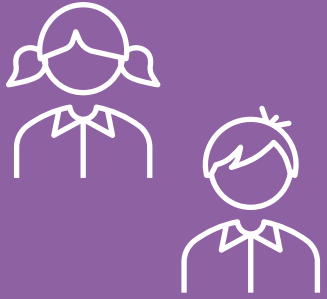
Tøffe  
Bråkete  
Rasjonelle  
Sterke







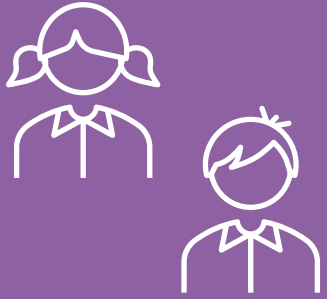




...er Martin sint.



...er Mia lei seg.

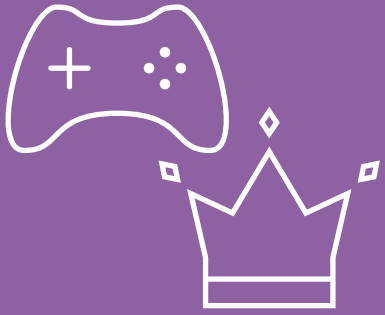


Bytt adjektiv når du  
snakker til barn

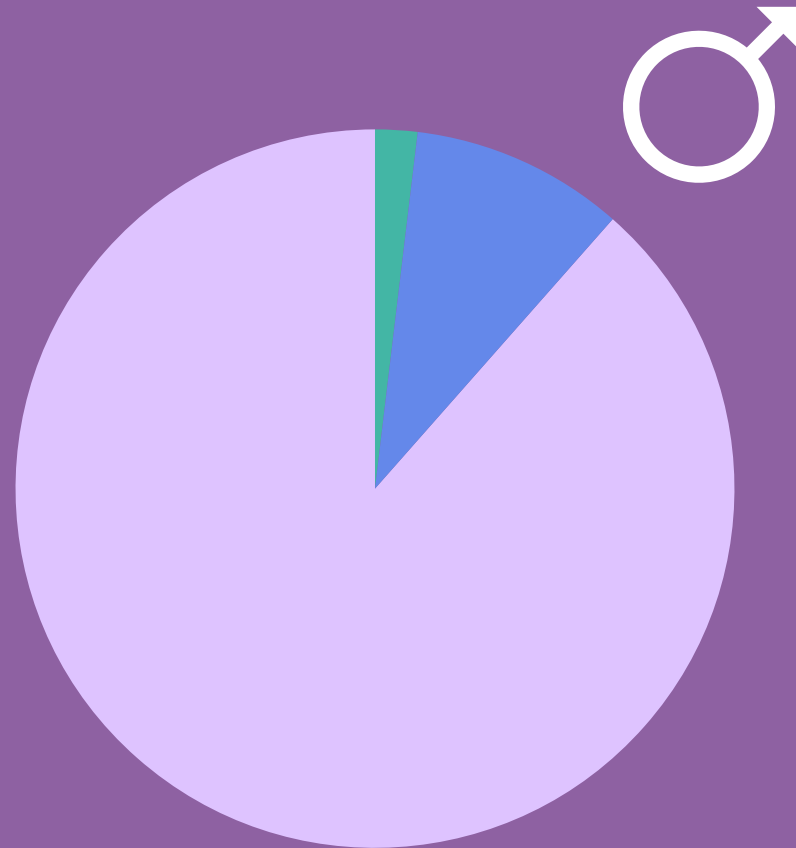
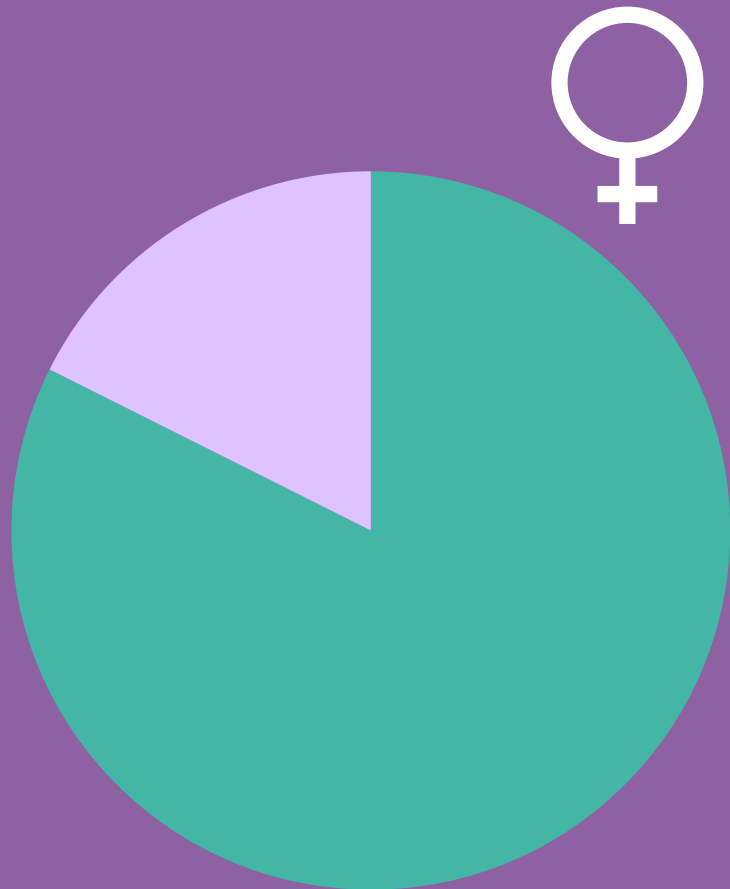


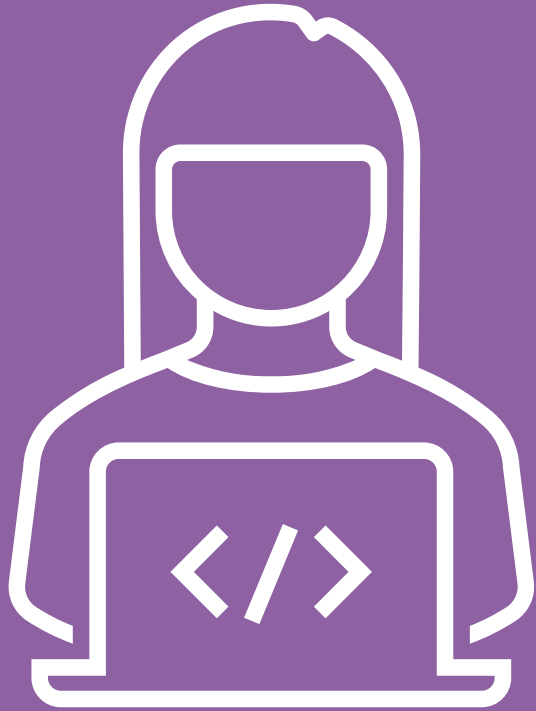
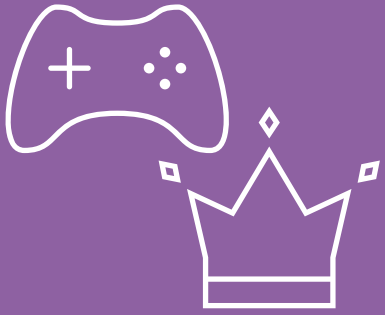
# Normer og forventninger

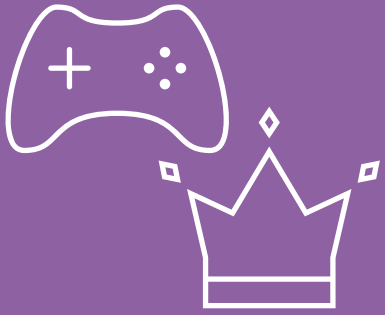




Jeg har følt at jeg har gått i mot normer og forventninger når det gjelder mine studie- og/eller karrierevalg







Fortell om hvordan  
yrket faktisk er

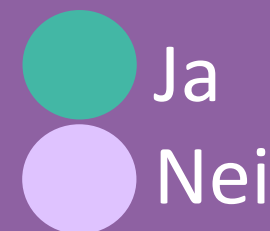
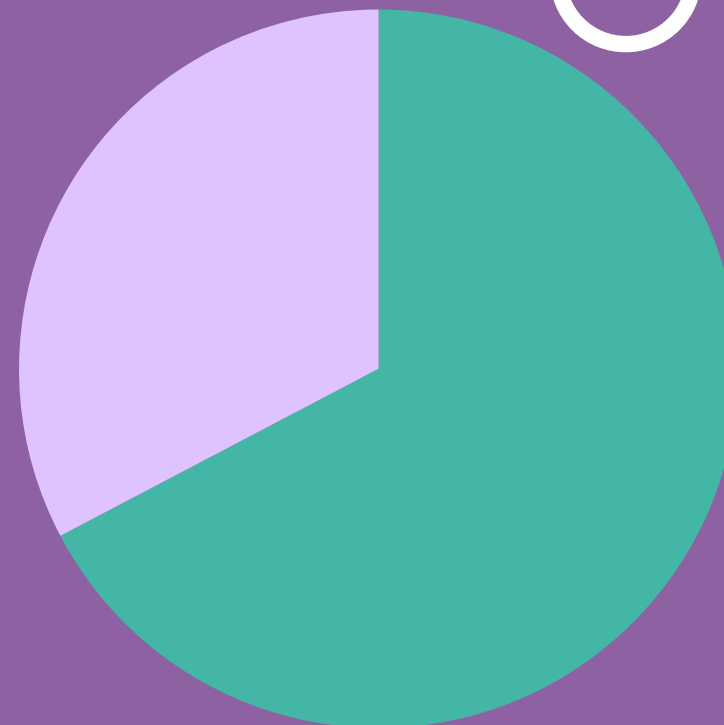
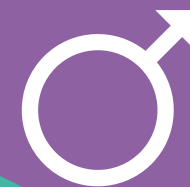
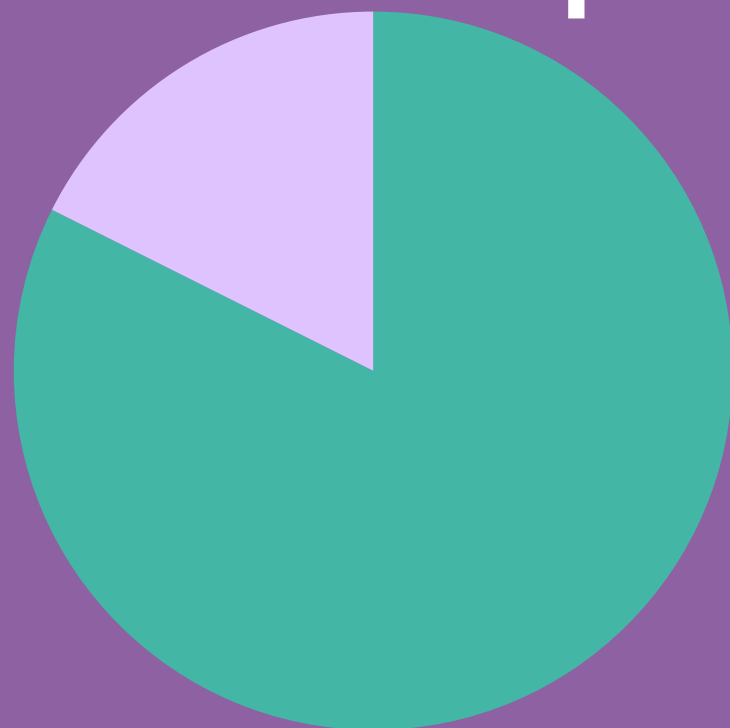




# Rollemodeller



# Jeg savner flere kvinnelige tekniske rollemodeller i NAV IT





La damene skinne <3





# Ekskluderende kultur









Observer og tør å si  
ifra, vær modig.

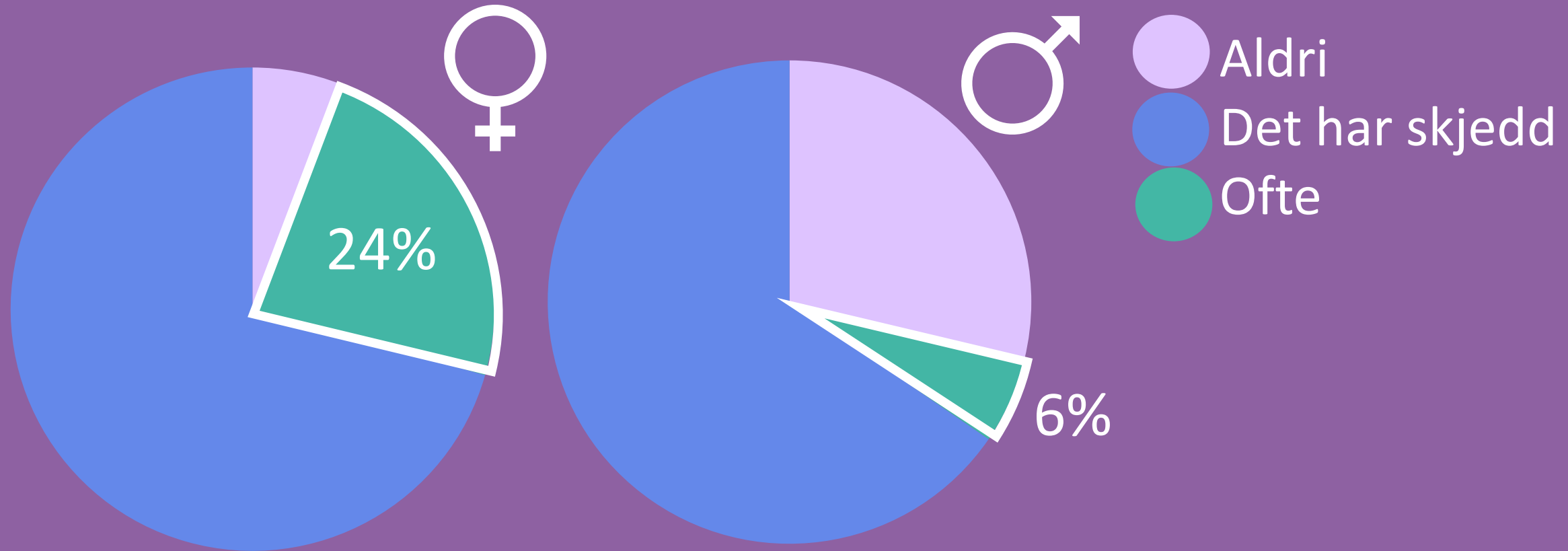


# Ubeviste bias



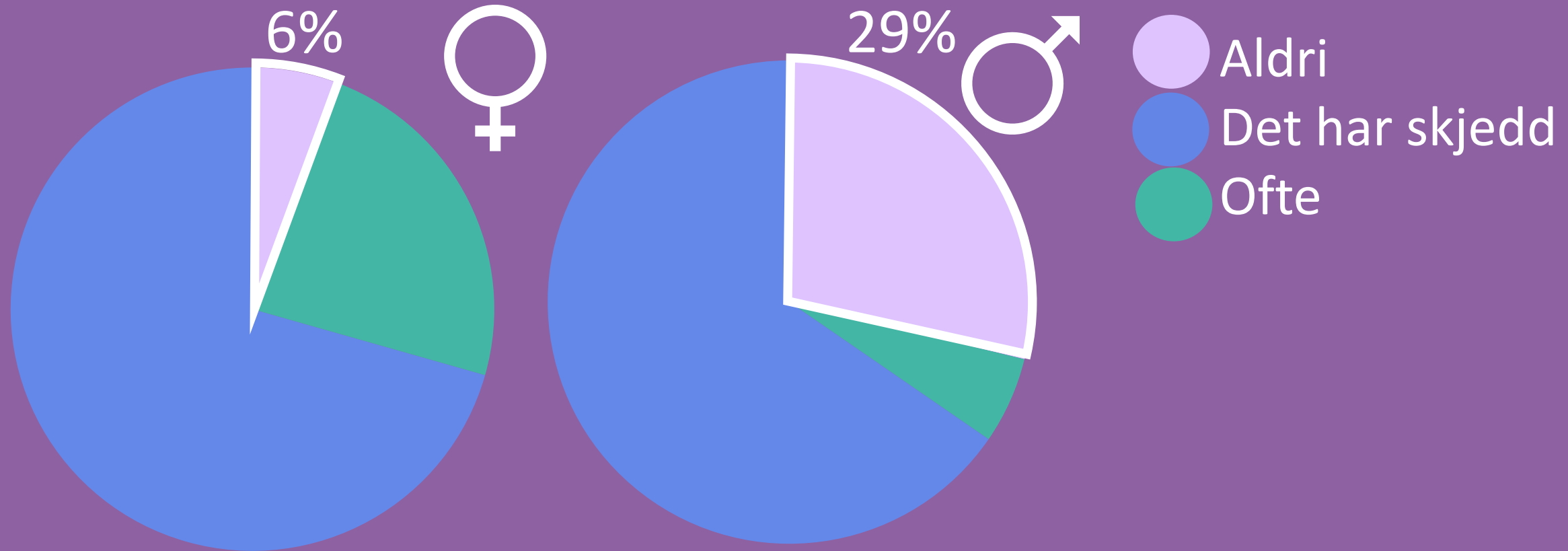


Jeg har opplevd at min tekniske kompetanse blir undervurdert (av meg selv eller andre)





Jeg har opplevd at min tekniske kompetanse blir undervurdert (av meg selv eller andre)





Jobber du  
i HR?





Se for deg at den du snakker  
med bytter kjønn, endrer det  
noe?







Se for deg at den du forholder deg til bytter kjønn, hva skjer da



Bytt adjektiv når du snakker til barn



La damene skinne



Observer, si ifra, tør å vær modig



Fortell hva som egentlig trengs for å jobbe i tech