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The green transition will be one of the biggest transitions we and future generations would

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experience in our lifetimes.

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The green transition being the global shift to a more sustainable and environmentally

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friendly economy.

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It's about reducing carbon emissions, increased use of renewable energy sources and addressing

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climate change.

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There are obviously many significant benefits to society that we do this, but there are

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concerns that certain groups might be left behind or disproportionately impacted by these

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changes and not be able to reach their full potential in Norway now or in future generations.

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This is highly likely if all voices in Norway or Norwegian society are not heard as we navigate

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this transition.

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In this podcast, we hear some of the voices in an informal discussion between individuals

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living in Norway brought together by their passion and value for diversity, equity and

01:05.380 --> 01:06.380

inclusion.

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Our discussion today demonstrates solidarity across many sectors and groups, and we will

01:12.620 --> 01:17.700

hear their personal stories and thoughts on what the impact of the green transition and

01:17.700 --> 01:21.100

diversity, equity and inclusion means for them.

01:24.420 --> 01:32.420

You will now hear an episode of Café Social, produced by the Institute for Social Studies

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at the University of Stavanger.

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My name is Venke Hovland.

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And my name is Sarah Heen, and you're about to listen to an episode of the Café Social

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podcast series, produced by the Institute of Social Work at the University of Stavanger.

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Welcome to another episode of Café Social, recorded live here from the Arendalsøker

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in a very wet but very vibrant coastal town of Arendal in the south of Norway.

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I would like to introduce our panel.

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First, Martine Eliasson, a political advisor from Uloba Independent Living.

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Berold Billien, a systems reliability engineer and volunteer at Mangfeldhuset in Oslo.

02:19.420 --> 02:23.420

Mark Wilden, chair of Norske Sjæl.

02:23.420 --> 02:28.420

Myself, a professor of social work at the University of Stavanger.

02:28.420 --> 02:33.420

And Thomas Norvell, the state secretary for the Labour and Inclusion Department.

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Welcome all.

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We are a very diverse group, and we certainly can't claim to be representative of all groups

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in Norwegian society.

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But I think we offer an interesting mix of perspectives.

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And I've asked each of you to come today to this informal discussion with some of your

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personal stories to illustrate why you think issues of diversity, equity and inclusion

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are important, and especially as we go through the screen transition.

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Martine, we start with you.

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So my name is Martine Eliasson.

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I work as an advisor in Uloba Independent Living.

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And I work to include and fully participate in people with disabilities in Norway and

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throughout Europe.

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And I identify as a disabled woman.

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I have a twin brother who is not disabled, and my childhood was quite different than

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his.

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And so I want to share some stories from my childhood, because I was a little girl with

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high ambition and big dreams.

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I wanted to be the prime minister of Norway when I grew up.

04:04.420 --> 04:14.420
But when I started in kindergarten, that changed, because there the adult had put me into boxes

04:14.420 --> 04:20.420
that was going to define who I was and who I was going to become.

04:21.420 --> 04:28.420
For them, I was a child with special needs, a child who needed extra care, a child who

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needed to be talked about, but never with only because I was sitting in a wheelchair.

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I felt different.

04:39.420 --> 04:44.420
I felt like something that needed to be fixed to fit in.

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I felt like an object with defects.

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And all through my childhood, I felt unnecessarily ashamed.

04:56.420 --> 05:03.420
I felt ashamed when I couldn't participate in the same lessons as my classmates, but

05:03.420 --> 05:10.420
I had to do my own activities outside of the classroom with an assistant.

05:11.420 --> 05:20.420
I was ashamed when I wasn't allowed to attend gymnastics with my friends, but I was put

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to be in a painting workshop because that was more suited for people like me.

05:30.420 --> 05:36.420
I was ashamed when I couldn't go down to the youth club because they didn't have a ramp.

05:37.420 --> 05:45.420

And I was ashamed when I had to take my mother with me on a class trip because I couldn't

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get an assistant to go with me.

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And every time I encountered these barriers, I got a punch in the gut and I believed that

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there was something wrong and I needed to be fixed.

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Today, as an adult, I know better.

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But also, I still feel a sense of shame because of the discrimination and inclusion, exclusion

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of disabled children continues.

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Today, children with disabilities must choose between taking a shower or going to the cinema

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with their friends because they don't have enough hours of assistance.

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And many children don't have assistance at all, so they are stuck at home with their parents.

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Children in wheelchairs cannot go to school with their friends because 80% of all primary

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schools in Norway are not accessible.

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Disabled children are not allowed to take part in school trips and must have their own

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activities together with an assistant.

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And they cannot go to the youth club because in front of the entrance, there are some stairs.

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Every day throughout the year, children and youth with disabilities face discrimination.

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But we don't realize this discrimination because it's so common and it's so internalized within

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ourselves.

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We place the blame on the wheelchair or the mobility stick instead of the barriers that

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we created in the society that cause exclusion.

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The consequence is that we learn our children that it's perfectly fine to exclude disabled

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children to participate in social activities.

07:56.420 --> 08:01.420

And one in three disabled children will encounter hate speech.

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The exclusion will continue and disabled children get used to the feeling of being a problem,

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being rejected and not feeling welcome and feeling like an object with defects.

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We who are in this room, we need to take a responsibility on which world we want our

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children to grow up in.

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We can choose to talk over the head of disabled children and put labels on them without even

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knowing them.

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Or we can listen to the children of what they dream of, who they want to become when they

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grow up.

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We choose to arrange activities in unaccessible buildings or we can find buildings where everyone

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can enter.

08:55.420 --> 09:01.420

We can choose to take out children from our community and place them into group homes

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and institutions.

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Or we can give children enough assistance to participate in the community.

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It doesn't always take that much, but we all need a desire to give all children the opportunity

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to participate.

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A desire to change the world for the children of the future.

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Yeah, that's my story.

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Martina, thank you very much.

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And I'm sure, again, thinking of the green transition, the move towards the new industries

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that we're moving into, the new jobs that we're moving into, the new buildings that

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we need to create to run that particular kind of new industries, to think about these kind

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of stories and the people that will be working in those industries in the future.

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Thank you very much.

09:52.420 --> 09:55.420

Birol from Mankfaat Hussit, you are next.

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My name is Birol.

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I'm a system reliability engineer in an international software company.

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I've been in the IT industry for a long time.

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And I'm also a refugee from Turkey.

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After the coup attempt, there are certain groups that are trying to get me out of Turkey.

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And they were and still actually persecuted in Turkey.

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My family, we could escape Turkey.

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It's not easy now.

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And I'm also a volunteer at the Mankfaat Hussit, which is an organization that works towards,

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as the name suggests, diversity and social equality.

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Fortunately, my skills were applicable here.

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So it was easy for me without learning any Norwegian.

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I could find a job really easily, really fast.

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When I started, there was sort of some cold shoulder from some colleagues.

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I was coming from a certain part of the world.

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I was in a senior position, which they worked a long time to earn.

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So it's kind of expected, I guess.

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But the thing is, after we worked together on projects, this kind of disappeared.

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And we actually became friends.

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And even though I left that company, we are in contact.

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And I haven't gone through all the things that normal refugees have gone through,

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because I found a job earlier.

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But I know what they're going through, because I have a network that a lot of people actually,

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what they do, what they struggle with.

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So at least the people in my circle, there is one single goal,

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is to find a job and be part of society.

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And it's not that always easy.

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Of course, you have to learn the language, Norwegian, must, English sometimes, required.

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And also, even though you learn the language and then job hunting starts,

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it's not that always easy either.

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So for them, it's really important to just focus on that one.

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And also, one experience that I had, policy changes, legislative changes,

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can have unforeseen consequences.

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It used to be that an asylum seeker could get, it's called introduction program,

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to get support and you get to learn the language and everything.

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It's like two years for everyone.

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But it changed with the latest legislative changes,

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that university graduates only can take six months now.

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It doesn't mean that they have to finish courses,

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but at least this program is just concluded in six months.

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And I've seen for a second, it just causes really big anxiety among participants.

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And they kind of feel like they have to learn the language in six months, which is impossible.

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And it's confusing on communes as well.

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Like they don't know what to do.

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It just doesn't make sense in a sense.

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So why am I talking about these things?

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Like what's it have to do with the green transition?

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Like people like refugees, maybe it can be extended to the people that has struggled to find jobs

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or doesn't have a steady income.

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The green transition is not a priority.

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Like for them, from their perspective, it's just they have bigger fish to fry.

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So in order to get participation from all people,

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then they need to first come to the level that a normal society, let's say, call it a stable level.

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So it's really like already hard to get a job for a refugee.

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But with this green transition, it may be even harder.

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Then again, it might be easier.

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We don't know because there might be like new opportunities, new fields.

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So that's something to think about going forward.

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Also, I've seen people actually came to here as a refugee, but they kind of displaced.

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What I mean by that, for example, a police officer in Turkey, however, he's successful.

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He's displayed in a perspective that he cannot do the same job here.

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So green transition might actually displace other people in the society as well.

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Their occupations might be no longer necessary or applicable anymore.

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It doesn't become useless.

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So going forward, that's something that has to be considered.

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And also this kind of undertaking is so huge.

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You are changing fundamentally a lot of things in the society.

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So you need participation from everyone.

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You cannot just leave some parts of the society out of it.

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So you have to take everyone into account.

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So going forward, we have to think about getting these people into this kind of thinking as well.

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A kind of takeaway might be from all this.

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If you are in a hiding position, give a chance to some stranger, a refugee.

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It might just surprise you.

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That was in my case, actually.

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Or like a colleague or someone with some other person.

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Just don't judge them early.

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You might be wrong.

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And if you are in a position to legislate the power,

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then try to think about enforcing consequences of these changes.

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So, yeah, thank you.

16:42.420 --> 16:43.420
Thank you, Birol.

16:44.420 --> 16:46.420
You raised many good points.

16:47.420 --> 16:53.420
I particularly like your job opportunities and the displacement of job opportunities within the society.

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I think that is really important.

16:56.420 --> 16:59.420
And I think also your discussion about this not being somebody's priority.

17:00.420 --> 17:02.420
People may have come across meslos.

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Here are key of needs.

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And as you say, if you are trying to put food on the table,

17:08.420 --> 17:11.420
recycling your bottles is going to be the least of your concerns, I imagine.

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Mark, Chair of Norske Shell, over to you.

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Gosh, it's a big challenge to follow Martina and to be honest.

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I've been following Birol's stories.

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And especially so since my story, I guess you would say,

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is one of the sort of privileged majority, in a sense,

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trying to come to grips with the contribution I can make to make a difference.

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So I grew up in Melbourne in Australia in the 1970s.

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The street that I grew up in, there was people from different countries in every house, basically.

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And it was fantastic.

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I got to experience all the upsides of multiculturalism.

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And it really gave me a desire to travel the world,

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to learn more about different countries and cultures.

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It's probably one of the big reasons I joined Shell as well.

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But although I didn't realise it at the time,

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the society I lived in was actually quite sexist, quite racist.

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And because I was in the sort of, yeah, I just got the upsides out of it, basically.

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I got to experience the different cultures, the different foods, the different traditions.

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I did get a taste for wanting to learn more about the world,

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but I didn't have to live with the downsides of it.

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And I grew up very naive, I think, to those downsides.

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And it was only as I grew up that I started to realise it.

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I remember in my 20s, a male friend of mine coming out to me, a really good friend.

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And he found it incredibly hard to tell me that he was gay.

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And I was sort of a bit taken aback that it would be hard for him to tell me,

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because we were great friends and I was open, wasn't I?

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And it sort of made me realise that the way I saw myself

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was not the way even some of my close friends saw me.

18:58.420 --> 19:03.420

Other experiences in life, I became good friends with a black American lady I worked with.

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And she had the courage to have a discussion with me about racism once.

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And I told her what I felt.

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And she said to me, that's fantastic, Mark, but if you feel that way, why don't you do anything?

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And it was kind of like a slap in the face.

19:18.420 --> 19:22.420

But it sort of made me realise that, yeah, no one sees my intentions or my beliefs.

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They only see what I do and whether that makes a difference or not.

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And Martina's story reminded me of a handicap short while ago in one of our offices.

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And he explained to me some of the simple things in the office that made life hard for him.

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And honestly, there were things which I just would walk past and wouldn't even notice.

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Just because I didn't even think about those things.

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So I guess I've learned that if I want to stand for something, then I need to do something.

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And that's why I'm here today in this panel.

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I have the role of chairman of Norske Shell.

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And it's a role I love.

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And it gives me a chance to do some positive things to make a difference.

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Things like this.

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Things like encouraging the diversity networks we have in the organisation.

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And we do some really cool work which I'm very proud of.

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And the other folks in Norske Shell are really proud of as well.

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I also have a global job in Shell.

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And I look after what we call our asset management skill pools globally.

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15,000 people.

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And there's ways that I can make a personal difference.

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So, for example, when we're doing talent reviews, I can always ask questions about,

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so where are the different people?

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Because typically the people who are on the talent lists are of the same type of profile.

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I can positively sponsor our diversity networks.

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We have some great diversity networks in Shell.

20:56.420 --> 20:59.420

I can try and remove gender bias and other bias from the way we recruit,

21:00.420 --> 21:03.420

the way we onboard people, the way we assess performance and things like that.

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So I actually find there's quite a lot I can do to make a difference.

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And I enjoy trying to do that.

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I see examples of things we do in Shell, which I'm really proud of.

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One I wanted to mention today is we set up a refugee recruitment hub in the Netherlands 18 months ago,

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where we basically paired refugees up with Shell people who could teach them

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what do you need to do to be competitive to get recruited by Shell.

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And actually in a year and a half, we recruited 50 people from a refugee background into Shell.

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That's something to be really proud of, I think.

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And I can also tell you stories about things where, frankly, we don't measure up at all

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to what we should be and how we should be as a company.

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Yes, so maybe just to sort of close, three things I've learned that I wanted to share.

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The first one is that concepts like social justice and understanding diversity,

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they don't come naturally to technical people.

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And I'm an engineer by background.

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And I have lots of friends who get scared just by the acronym LGBTQ+,

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because, yeah, they don't know what the letters mean or how do you approach it.

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And I think what I've learned is it actually doesn't matter.

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What matters is that you show a genuine interest and you try and learn something

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and that you make yourself a bit vulnerable in doing so.

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The second thing I wanted to share is that progress is much more important than perfection.

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If you step into the diversity and inclusion space, yeah, you will make mistakes for sure.

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But that's the only way you'll learn and that's the only way you'll get better.

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So if you try and you find something that makes a contribution,

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then it's worth it, would be my message.

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And the third thing I wanted to mention is I do struggle a bit with the word diversity.

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I do struggle a bit with the word inclusion,

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because it almost implies that the majority make some accommodation for those poor other people.

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And I don't think that's the right framing.

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So I'd prefer a word like belonging rather than inclusion,

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because I think that's ultimately what you want.

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And maybe inclusion is a step towards that.

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But, yeah, it's just something that rings a bit of a bell in my mind,

23:29.420 --> 23:34.420

because it does give an impression that as one of the privileged majority,

23:35.420 --> 23:37.420

you're doing something generous by focusing on inclusion.

23:38.420 --> 23:40.420

And I don't think you are at all. You're just doing something you should do.

23:41.420 --> 23:45.420

OK, that's my story, Sarah. Thanks for the opportunity to talk.

23:46.420 --> 23:49.420

Yes, thank you very much. And actually, there were so many things there.

23:50.420 --> 23:52.420

But I think for me as a white South African,

23:53.420 --> 23:59.420

and the issues of being in your mouth saying, oh, I'm really left wing,

24:00.420 --> 24:06.420

but then questioning what do I do to actually put those values into action,

24:07.420 --> 24:08.420

I think is a really important topic.

24:09.420 --> 24:14.420

So how we use our privilege when we are privileged and the guilt we should feel if we don't

24:15.420 --> 24:17.420

is quite a strong feeling for me as well.

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And Thomas from the Labour and Inclusion Department, over to you.

24:25.420 --> 24:30.420

Thank you, Sarah. Thomas Norvold, I'm State Secretary in the Department

24:31.420 --> 24:34.420

for Labour and Social Inclusion.

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And maybe my story isn't that exciting,

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especially when you put me together with these other people,

24:42.420 --> 24:44.420

because I'm more or less a kind of mainstream politician.

24:44.420 --> 24:50.420

But I would like to say something that I have learned on the road,

24:51.420 --> 24:53.420

because I've been into politics for quite a few years.

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And before I went to Oslo to be a State Secretary,

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I was Chairman of the county government in Norway,

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where we have a lot of projects going on within the green transition

25:11.420 --> 25:14.420

with hydrogen production, with battery cell productions

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and other new initiatives that is coming up.

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And we had to work a lot with that.

25:21.420 --> 25:25.420

And when you work with that, especially when you do it in smaller communities,

25:26.420 --> 25:30.420

there's one thing that kind of will be the overall most important thing.

25:31.420 --> 25:35.420

That is, how do we get people to work here in this factory?

25:36.420 --> 25:39.420

And while we did that, and we did surveys,

25:40.420 --> 25:44.420

and we made some kind of programs, and we did lots of things.

25:45.420 --> 25:46.420

Some worked, some didn't.

25:47.420 --> 25:49.420

But I've learned two things on the road.

25:50.420 --> 25:56.420

One is that even the most modern industry,

25:57.420 --> 26:00.420

where you need doctor engineers from Asia,

26:01.420 --> 26:03.420

where you need people with very high skills,

26:03.420 --> 26:09.420

there are a lot of jobs that you can learn to do.

26:10.420 --> 26:19.420

Because a surprisingly big part of what is going on in a very modern factory

26:20.420 --> 26:22.420

is quite simple operations.

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It's about moving things from one place to another.

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It's about keeping it clean.

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It's about maintenance.

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It's about having systems that can serve.

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It can be food, it can be anything.

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So there are many jobs where you don't have to have very, very high education

26:49.420 --> 26:50.420

and be very skilled to get.

26:51.420 --> 26:54.420

And I think it is important that we use this opportunity

26:54.420 --> 27:02.420

to kind of give a chance to those who are outside our labour market today.

27:03.420 --> 27:09.420

We know that we have 100,000 young people that are not in education, not in work.

27:10.420 --> 27:13.420

And I think it's extremely important that when we are developing new industry,

27:14.420 --> 27:21.420

we are aware of how can we make sure that as many as possible of these

27:21.420 --> 27:25.420

will get a chance to get into the labour market.

27:26.420 --> 27:33.420

Because as we all know, that is something that will really lift them.

27:34.420 --> 27:42.420

The other thing that I've learned is that it is when we ask people,

27:43.420 --> 27:46.420

would you like to come to Norway to work?

27:47.420 --> 27:50.420

Quite a few say, yeah, that would be exciting,

27:51.420 --> 27:53.420

especially when you're building this exciting factory.

27:54.420 --> 28:00.420

But quite many of them who come, they're not staying.

28:01.420 --> 28:06.420

And one of the main reasons why they are not staying is because,

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well, I think we often like to think of ourselves as nice people.

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I'm not sure we are so terribly nice.

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Because when people come, they move into a small society or to society in Norway.

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We try to include them, as Mark say.

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And we say that, yeah, your son can play on this football team

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and you can come to the dugna, and you can make waffles with brown cheese.

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That's very, very good.

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And kind of give an image of an open and open society.

28:41.420 --> 28:42.420

An inclusive society.

28:43.420 --> 28:46.420

But when Friday comes, what happens?

28:47.420 --> 28:50.420

We go to our cabins and I don't bring anyone with me.

28:51.420 --> 28:55.420

Maybe a friend that goes 20 years back, but nobody else.

28:56.420 --> 29:01.420

And what I have learned is that if we are going to be attractive societies

29:02.420 --> 29:07.420

for people to both come and to stay, we also have to change.

29:07.420 --> 29:10.420

It is not about inclusion.

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It's about integration.

29:13.420 --> 29:17.420

And integration is not the process where one group adapts to the other one

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and become the other group.

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It is about different groups merging into a society

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where everybody could find that this is a nice place to be.

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And I think we have to work on that.

29:30.420 --> 29:39.420

Luckily or sadly, this is nothing that we can do easily from the political side.

29:40.420 --> 29:42.420

We can make programs, of course we can do that.

29:43.420 --> 29:45.420

And we can make legislations and we can do lots of things.

29:46.420 --> 29:54.420

But it is about how we as citizens in a society, how we act when we meet other people.

29:55.420 --> 30:01.420

And there I think we have a very long way to go.

30:02.420 --> 30:11.420

And listening to my colleagues here in this discussion,

30:12.420 --> 30:18.420

I really feel that we are not there quite yet.

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Thank you very much, Thomas.

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And again, it goes back to that really interesting thing of what we want to think we are.

30:28.420 --> 30:29.420

That is to say we are nice people.

30:30.420 --> 30:36.420

But when we go into action, are we nice in our actions as well as what we want other people to think we are?

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I came to this panel as I'm a professor of social work.

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And honestly, to be facilitating a session on green transitions is probably my worst nightmare because I know this much about green transitions.

30:53.420 --> 31:01.420

But actually listening to people that have thought about this and are all going to be impacted by that green transition.

31:02.420 --> 31:06.420

As a professor of social work who are teaching psychologists and social workers of the future,

31:07.420 --> 31:14.420

who are going to be dealing with people that may be more vulnerable or new vulnerable groups within the green transition.

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This is actually what a professor of social work should be doing.

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So I've learned a huge amount.

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I really like the issue about not fixing people and questioning the term inclusion.

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Because inclusion assumes that you're trying to change one group to become part of another.

31:37.420 --> 31:41.420

So I like this idea of we're all changing and we're all changing in parallel.

31:42.420 --> 31:45.420

So that's what I'll be taking back to my own research.

31:46.420 --> 31:52.420

I'll be getting more involved in the green transitions as an area because I've been closing my eyes to it.

31:53.420 --> 31:55.420

But as a researcher, I think maybe I shouldn't be.

31:55.420 --> 32:07.420

And I'll be teaching things about sustainability and green transitions to my social work students and psychology students that I wouldn't have a couple of months ago.

32:08.420 --> 32:09.420

So thank you very much for that learning.

32:10.420 --> 32:31.420

What I learned today is that we have to be better to include newcomers into Norway that has a disability to make sure that they get the support and assistance that they need to participate in the society of Norway.

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Because I think that is an issue that we can be better on.

32:36.420 --> 32:46.420

Because in Europa, for instance, we have 50% of all the administrative staff has a disability.

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But we are not much newcomers to Norway.

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So I think we can be better to include everyone so no one will be left behind.

32:58.420 --> 33:11.420

Because that's why we can make a sustainable society and make Norway a better inclusive or belonging country for everyone.

33:12.420 --> 33:21.420

I think the thing that just really struck me was the power of just listening to other people's stories.

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That you both come away the richer for the experience.

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And it's something in my busy life I could probably dedicate more time to.

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So I think that's what strikes me is just the listening to other people's stories and perspectives and making the most of that opportunity.

33:44.420 --> 33:48.420

Yeah, it's hard to answer.

33:49.420 --> 33:53.420

But Mark's kind of get me to think.

33:53.420 --> 33:57.420

I was like throwing away inclusion as a word here and there.

33:58.420 --> 34:00.420

And now I kind of realize, yeah, it's not the right thing to do.

34:01.420 --> 34:02.420

It's not the right thing to say, actually.

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So that's one thing I'm taking with me today.

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And also maybe as a volunteer, green transition is not in our agenda per se.

34:18.420 --> 34:24.420

But that's maybe something we need to think and work towards as a group as well.

34:25.420 --> 34:26.420

Yeah.

34:27.420 --> 34:28.420

Yeah, no, what to say.

34:29.420 --> 34:40.420

Not only one thing, but one thing that struck me is when Martina spoke about how we look at children with disabilities.

34:41.420 --> 34:47.420

And I think you used the frame, an object that needs to be fixed.

34:48.420 --> 34:51.420

And that is definitely true.

34:52.420 --> 35:02.420

But also something that I think we do with all kinds of groups in the society.

35:03.420 --> 35:11.420

I think it is often that we take our own prejudices with us when we communicate with other people.

35:11.420 --> 35:21.420

And we must be very aware that we don't use them to limit the possibilities for other people.

35:22.420 --> 35:30.420

And again, this is probably nothing that you can decide politically to do very much about.

35:30.420 --> 35:42.420

But it's something to do with how we as people, how we meet other people.

35:43.420 --> 35:46.420

I think that's really important to take with us.

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So some final comments for today's episode.

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We're all part of the green transition and much of the impact on ourselves and others is fairly unpredictable.

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But we can put ourselves in a position to be prepared for a future where we would want our children to grow up in.

36:11.420 --> 36:19.420

And one way of doing this is to listen to as many stories of as many people as possible when we join to face this future.

36:20.420 --> 36:26.420

Listening to the panel, we need to think about how the world of the future can be created.

36:27.420 --> 36:31.420

How we can create buildings where everybody can enter easily.

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Where all are provided assistance, whether that's physical or in terms of opportunity.

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And that assistance being important so that we can all participate in the green economy to our full potential.

36:44.420 --> 36:50.420

The panel has asked us to take risks, be careful of judging people too early.

36:51.420 --> 37:00.420

To take responsibility and be aware and be on the lookout for the unforeseen impacts the green transition and our response to it may cause.

37:01.420 --> 37:06.420

They ask us to remember that with privilege comes responsibility.

37:07.420 --> 37:12.420

And perhaps most importantly, that in the transition that we're all going to have to change.

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This is not about one group of people being fixed to suit the new world ahead of us.

37:18.420 --> 37:22.420

But that the new world ahead of us can be developed so that we can all participate and contribute to it.

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To the maximum of our potential and our ambition.

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You have now listened to an episode from the podcast series Café Social.

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A series made by the Institute for Social Sciences at the University of Stavanger.

37:39.420 --> 37:52.420

And my name is Sarah Heen and you have just finished listening to an episode of the Café Social podcast series produced by the Institute for Social Work at the University of Stavanger.