

# ***How to reach gender balance in leadership?***

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**Dag Ellingsen**

dag.ellingsen@afi.hioa.no  
(+47) 40 02 10 30  
[www.hioa.no/afi](http://www.hioa.no/afi)

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Arbeidsforskingsinstituttet

HØGSKOLEN I OSLO  
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# Why me?

- Project on Gender Equality in the Military Forces 2011-2014
- Combined with a Comparative Study of the Police
- Criminological Studies
- Gender balance in Academia

# What to do in order to get more female police leaders

- Broad recruitment
- Reduce the importance of physical strength
- How to keep them
- Keep in contact during maternity leaves/pregnancy
- Find the brave, supportive men
- Remember the contact hypothesis
- The leading of more gender balanced organisations
- Good statistics
- Higher retirement age???

# What not to do

- Gender quotas
- Lower the demands for qualifications
- Think that more women will solve all problems
- Focus only on diversity

# Priority list

- Fix the system
- Fix the interaction
- Find the right men
- Fix the women