
MINUTES OF DIGNITY BOARD MEETING JUNE 17, 2021

ON TEAMS – 3.00 to 6.00 p.m.

PARTICIPANTS: Louise Holck, Dea Seidenfaden, Karin Hansen, Nomfundo Mogapi, Lotte Leicht, Emil Kiørboe, Marie Louise Nørredam, Camilla Rathcke

FROM THE EXECUTIVE BOARD: Rasmus Grue Christensen (RGC), Dorrit Rée Akselbo (DRA)

GUESTS: Elna Søndergaard (item 8)

ABSENT: Manfred Nowak, Tomas Martin, Christian Balslev-Olesen

REFEREE: Mette Grimstrup

1. Approval of agenda of Board meeting June 17, 2021

Agenda is approved. Item 7 and 9 switch places.

2. Status from the Chairperson

Dea Seidenfaden related from the meetings in the Executive Committee. The EC is currently preparing for the Board seminar in September, hoping that everybody can be there in person, but due to Covid-19 it can of course be difficult, especially for the Board members travelling from abroad.

3. Status from the CEO

RGC swiftly went through the status from the latest months in DIGNITY.

We are still working hard to get the Belarus platform off the ground, both hiring new people and bringing DIGNITY staff to the project.

In IP, we are preparing for the next DAPP (Danish Arab Partnership Programme) which will issue a strategic framework in a few weeks, and implementing the DED – already now working to live up to the new DED's demands for delivering more results in Africa.

In the clinic, organizational changes to enhance quality and secure a better, more stable economic income still consume time and energy. But is still indeed deemed worth the effort. The negotiations with the Capital Region have begun – more about that under item 9.

DIGNITY has played an active role in the political discussions about getting the Danish children back from the camps in Syria.

In the organization, time has been spent on the APV (workplace assessment) – more about that under item 7 – the yearly wage negotiation round, and finishing the plans for competence development, including the

plans for the approved competence fund. Finally, we are, as planned preparing, for a significant reduction in office space, possible already from shortly after the summer holidays.

The Board discussed the increasingly strict Danish state policies towards refugees – and whether this will affect DIGNITY's work internationally. Relying on Danish funding, DIGNITY's mandate might be questioned abroad.

So far, DIGNITY has not felt any repercussions internationally. In Denmark, DIGNITY tries to influence the Danish public and politicians as much as possible. DIGNITY's work in the clinic has been affected already, since a lot of patients are affected by these policies, which already now means that treatment plans must be changed or even cancelled.

In the future, assuming that the government succeeds, it will of course have a big impact on the work in the clinic if no refugees arrive in Denmark. And DIGNITY might face some harsh dilemmas, if the organization is asked to play some sort of role in implementing the government's plan for outsourcing refugee camps.

4. Status of strategic priorities 2021

A brief status by RGC. On most priorities, we are more or less on track. There will be a big focus on external funding for research since several funds run out next year year. IAPB means that we will achieve slightly less on a few international priorities than expected, but most priorities remain fully in place. A discussion of priorities for 2022 is under way for the fall 2021.

Praise from the board that DIGNITY has been able to move forward on the strategic priorities in spite of Covid-19 and new engagements.

5. Budget review 2021

Revised budget for approval. A short run through by DRA. Even though numbers are a bit behind on the clinic's income, the forecast has not been changed.

A point of concern was raised as to the lack of man power in the clinic due to maternal leave etc. RGC told that the recruitment process is speeded for the same reason. But that all in all, the organizational changes probably have a bigger influence on the general income level this year. More background information on the clinic was asked for – the board returns to the question at item 8.

The Board approved the revised budget 2021.

6. Approval of auditor

The tender process was planned a year ago, the tender process started in May. The recommendation is to change auditor to PriceWaterHouseCoopers, i.a. due to their international connections and experience.

Praise from the board to the well-structured process. The Board approved the recommended auditor.

7. Presentation of APV

Presentation by RGC. The APV was conducted last month, as demanded by Danish law.

The board congratulated the organization on the fine results. It has been a big issue for the board in the last years, and the board expressed great satisfaction in finally seeing significant progress on key indicators and a good work environment. The organization has moved marked forward since the last APV three years ago. For instance, 98 pct. of employees are either satisfied or very satisfied with their job as a whole.

Also cases of experienced offensive behaviour were significantly reduced since last APV – and much lower than the national average. The board asked how management will deal with this issue in the future. There is a very outspoken zero tolerance politics towards offensive behavior in DIGNITY. A revision of the anti-harrassment policy, including HR procedures, is also under way with inputs from external advisors.

The APV showed continued challenges with workload and physical challenges from working from home. These will be actively addressed in the follow-up.

It was recommended that the action plan focuses on capacitating leaders in managing work pressure and preventing stress among employees and continue already initiated initiatives in this regard.

And finally, there were questions to the figures in the clinic which are still not good enough, even though they are significantly better than the last time. The board was informed that the plan is not to start a new big APV change process on top of all the other change processes in the clinic, but to see the present changes through. The next APV will be in 3 years, but it will probably be a good idea with a closer follow-up in the clinic in a year's time.

8. Presentation of the UPR proces

Presentation by Elna Søndergaard. (See appendix.)

Praise from the board to the crucial role that DIGNITY and Elna in particular has played in getting the result. The board discussed the fact that Denmark does not implement international laws – which is an old policy in Denmark, due to a very firm view on the power balance between the government and courts.

9. Status from the working group

Background information: The work in the clinic is primarily funded by the contractual agreement between DIGNITY and the Capital Region. It is a very old contract, and it has been a priority for DIGNITY (and the region) to start a renegotiation. This has been delayed by corona, but now the first meeting has taken place, in a constructive and positive spirit. The Capital Region seemed relatively open to changes in service structure and strategic relationship.

The next negotiations meeting is to take place in September.

It was agreed upon to devote half an hour or so on the clinic on the seminar or at a later board meeting, giving the board a better insight into the clinic's history and internal processes etc. It was also suggested to arrange a visit to the clinic.

10. Board meetings 2022

Plan approved.

11. Evaluation

no comments.

12. Evaluation of the meeting

no comments.

Meeting	Item	Subject	Decision	Responsible	Status
2021 BM 3	5	Approval of revised budget 2021	The Board approved of the revised budget 2021.	Management	
2021 BM 3	6	Approval of auditor	The Board approved of the recommended auditor.	Management	