

ODA-NETWORK

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ntu

PARTNER VALUE PROGRAM

SEPTEMBER 2026

odanettverk.no

Photo: Marcus Karkash

WHY ODA MATTERS

25%

Share of women in the Norwegian tech industry

-7%

Share of women in Norwegian tech from 2025 to 2026

26,7%

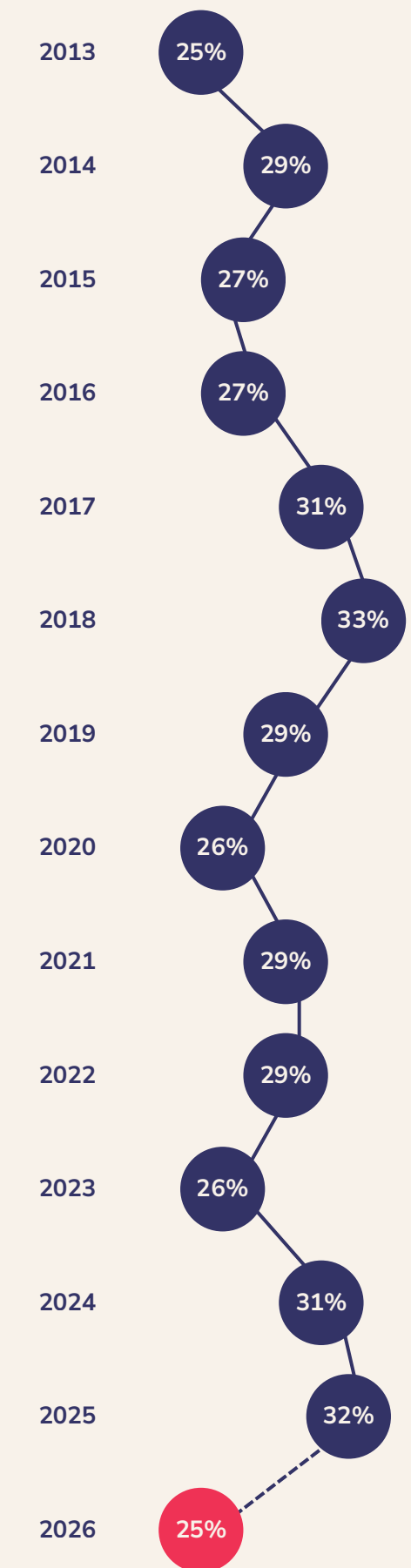
Share of women in the global tech workforce

8%

Female CTOs on a global level

5,4%

Tech start-ups led by female founders



SHARE OF WOMEN IN TECH

KEY DEIB TRENDS

FROM "NICE-TO-HAVE" TO STRATEGIC NECESSITY

DEIB is being integrated into core business strategy for retention, engagement, innovation and financial performance.

FOCUS ON ACTION & ACCOUNTABILITY

Companies are moving away from one-off trainings toward measurable actions, such as pay transparency, auditing for bias in promotion, and holding leaders accountable for inclusion.

BELONGING AS THE OUTCOME

While D, E, and I are the actions, "B" (Belonging) is the goal: Ensuring people feel comfortable, secure, and authentic at work.

AI & DATA-DRIVEN INCLUSION

In 2026, professionals are focusing on how artificial intelligence tools can either boost or hinder inclusion.

REGIONAL & LEGAL VARIATION

Amidst increased political scrutiny in some regions, global companies are adapting by focusing on "fairness and inclusion" rather than just the label of DEI.

INTERSECTIONALITY

A strong focus on how different aspects of identity (race, gender, age, disability) overlap, requiring more tailored support.

ODA IN NUMBERS*

12 700+

Members

NEW!

Tromsø

64

Partners

190+

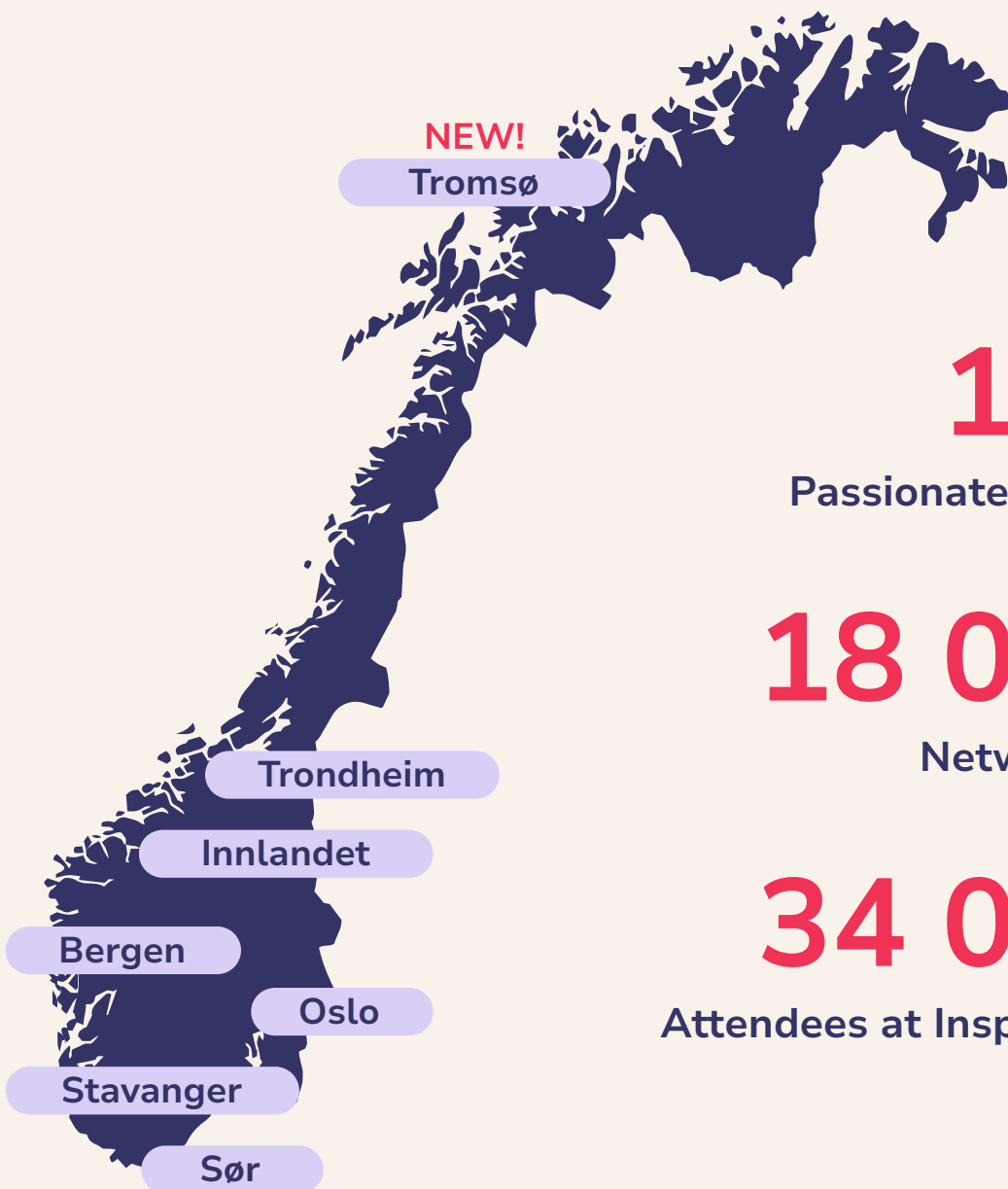
Passionate Volunteers

18 000+

Network Events

34 000+

Attendees at Inspiration Day



* Numbers as of September 2026

THE ODA VALUES

LEAD THE CHANGE WITH

Inspiration

Bravery

Empowerment

Passion

LEAD THE CHANGE BY

Boosting tech enthusiasm and knowledge

Empowering role models

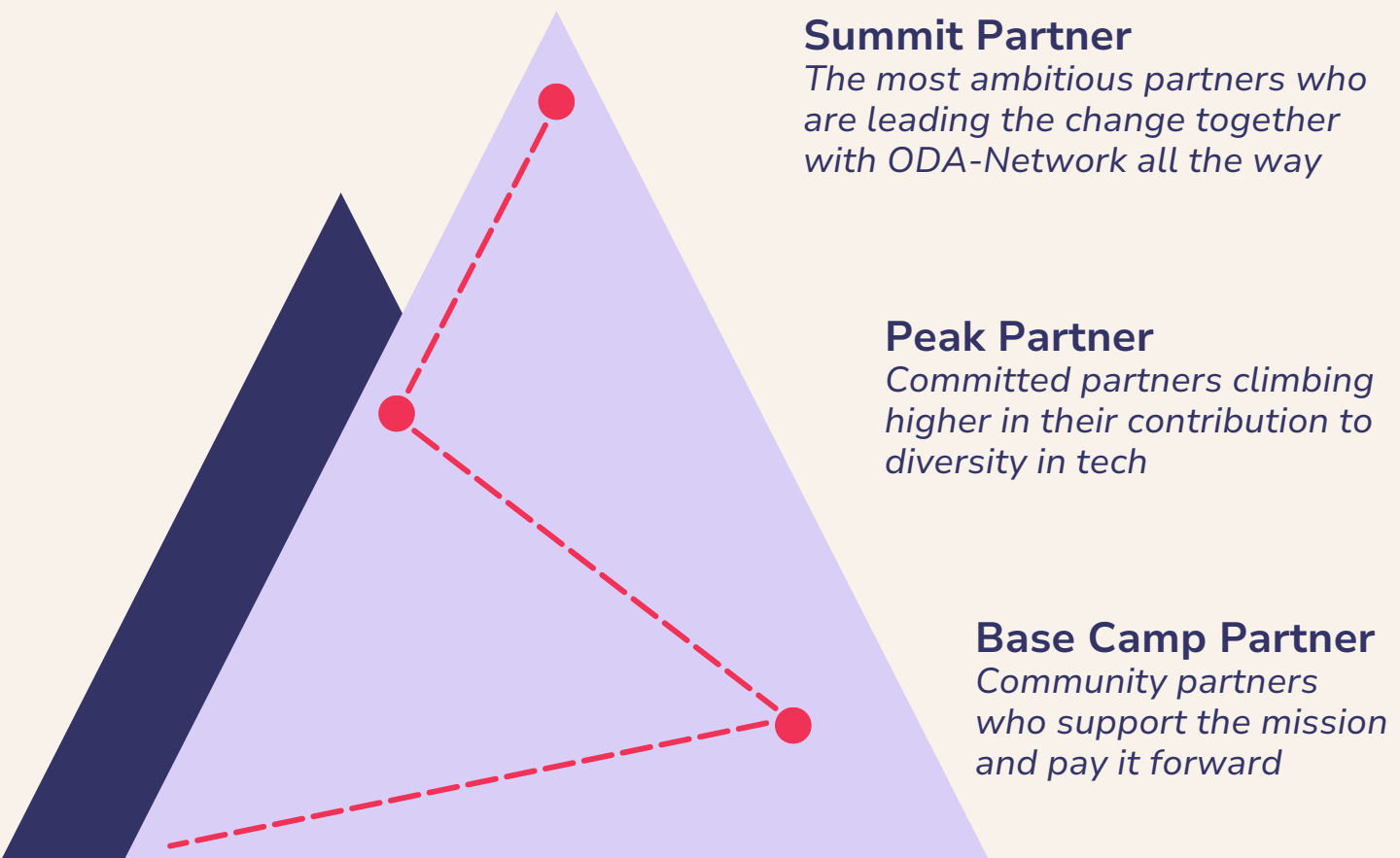
Being a hub for collaboration and acceleration

**A CAREER IN
TECH IS A
CLIMB.**

**DIVERSITY IN
TECH IS A
JOURNEY.**

**NOBODY
REACHES THE
TOP ALONE.**

3 PARTNER LEVELS



FIND YOUR PLACE ON THE MOUNTAIN

Every great tech career takes a different path. As an ODA-Network partner, you help make the climb more accessible while positioning your organization at the heart of the conversation around diversity, inclusion and the future of tech.

WHAT'S IN IT FOR YOU?

COMMUNITY

Be part of the community shaping the future of tech

Join the Nordic tech community where people connect, share knowledge and experiences, and pay it forward. Together, we champion diverse perspectives, empower role models and create a more inclusive and sustainable tech industry.

EXECUTIVE

Join a space for leaders to connect, challenge and learn

Meet peers facing similar opportunities and challenges. Share experiences, discuss real leadership dilemmas and get inspired by the latest thinking in technology, leadership and business.

KNOWLEDGE

Turn insight into action

Stay ahead of trends, challenges and opportunities in tech. Access practical tools, perspectives and best practices to help turn DEIB ambitions into action.

MARKETING

Put your purpose in the spotlight

Increase your visibility through the ODA-Network platform and relevant channels. Strengthen your employer brand and show your commitment to technology, leadership and a more diverse tech industry.

A group of smiling women at a conference, with two women in the foreground wearing name tags.

“At Telenor, we believe that diversity of perspectives drives better decisions, stronger innovation and more sustainable business outcomes. Building a stronger pipeline of women in technology, with skills relevant to our future needs, is important for us. Partnerships like the one with ODA-Network play an important role in making that happen. Through collaboration, visibility and community, we can inspire more women to pursue and thrive in technology careers, while helping create a more inclusive industry for everyone.”

Photo: Marcus Karkash

ODA PARTNER VALUE

	ODA COMMUNITY	ODA EXECUTIVE	ODA KNOWLEDGE	ODA MARKETING	ODA EVENTS
ALL PARTNERS	- Community Partner - Visible sponsor - ODA Awards - Top 50 Women in Tech - ODA Mentor Program - ODA Young - ODA Board Network	- Executive Network - CEO Roundtable with external speakers - ODA Executive Partner Community - ODA Executive Mentor Program	- DEIB trends - Annual report (KANTAR) - Members' insights - Best practices - Tools to propel change	- Logo on ODA website linked to homepage - Extended visibility on ODA website - Promote open positions on ODA website	Select from ODA partner value add-ons
SUMMIT PARTNER	Visible sponsor of the ODA community promoting diversity in tech. Founding partner of strategic initiatives.	CEO commitment in the largest community promoting diversity in tech. Thought leadership powered by...	Thought leadership powered by... Best practices powered by... Tools powered by...	- Logo in ODA newsletter - Positioned for 4 posts with relevant content - Positioned to publish relevant articles on ODA platforms - Promotion of internal talent and role models committed to DEIB agenda	Inspiration Day - VIP exhibition Marketing Hosting: 2x events per year - Preferred sponsor of strategic initiatives
PEAK PARTNER	Visible sponsor of the ODA community promoting diversity in tech.	CEO commitment in the largest community promoting diversity in tech.	Thought leadership powered by... Best practices powered by... Tools powered by...	- Logo in ODA newsletter - Positioned to publish relevant articles on ODA platforms	Inspiration Day - Exhibition - Marketing Hosting: 1x event per year
BASE CAMP PARTNER	Visible sponsor of the ODA community promoting diversity in tech.	CEO commitment in the largest community promoting diversity in tech.	Thought leadership powered by... Best practices powered by... Tools powered by...	Visible sponsor of the ODA community promoting diversity in tech	Inspiration Day - Choose to add... - Stand - Marketing Hosting - Events powered by... - See price list for add-ons

PARTNER VALUE ADD-ONS

For ODA **Summit** Partners, ODA **Peak** Partners, ODA **Base Camp** Partners and **start-ups** and **volunteer organizations**.

ODA INSPIRATION DAY

STAND • MARKETING • POWERED BY

NETWORK EVENTS

HOST: SHARE, CONNECT & INSPIRE

POWERED BY...

SPONSOR STRATEGIC INITIATIVES: INSPIRATION DAY • ODA YOUNG
ODA BOARD NETWORK • ODA EXECUTIVE NETWORK

OPEN POSITIONS

HIRING THROUGH ODA WEBSITE

For pricing on partner levels and add-ons, contact
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LEAD THE CHANGE WITH US

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