



2013-11-27

Dnr

Dr Dave Baigent

**Letter of recommendation**

To whom it might concern,

Dr Dave Baigent has in 2013 managed and facilitated training/development operations called the Drip for Region South Fire and Rescue Service.

It has been a training program for managers, leaders, watch managers and Union representatives. The Drip is explained as the constant, sometimes invisible discrimination occurring at the workplace, characterized by a strong culture. Dr Dave Baigent has facilitated five training sessions for about 120 participants.

Dr Dave Baigent has assisted and supported with his theories and experiences from research and rescue services. With his research on fitting in, he has highlighted those violations and expressions that occur and how we can respond to and prevent the Drip.

Dr Dave Baigent has completed the work in a professional way, based on research and theories of underrepresented groups and women in the civil service. He has also encountered the lead of the work being done to support a good culture free from discrimination.

It has been a honor to work with Dr Dave Baigent and he has supported our managers and employees in a very good way. If you require any further information please contact Mrs Gunilla Jansson, [gunilla.jansson@rsyd.se](mailto:gunilla.jansson@rsyd.se)

Best regards

Per Widlundh  
Chief Fire Officer  
Region South Fire and Rescue Service