

# STRATEGIC THINKING ON DIVERSITY MANAGEMENT AND INCLUSION AT THE WORKPLACE

## DIMAIN



## NEWSLETTER NO 1

### January 2018

We are happy and proud to introduce a new European project Strategic thinking on diversity management and inclusion at the workplace (DIMAIN).

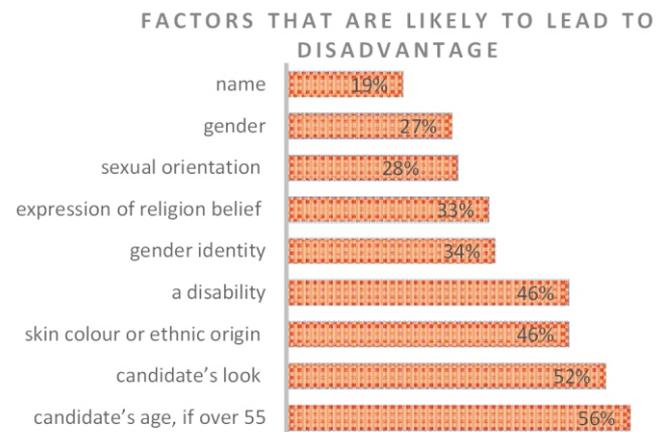
The DIMAIN project aims to promote social inclusion and ensure equal opportunities for all people in working environments through fostering diversity thinking and implementation of inclusive practices in the companies and organizations.

### Rationale

Due to the demographic, social, and economic changes in Europe, workforce is becoming more and more diverse. In the face of such a workforce diversity, it becomes important for national and global companies to put in place policies and practices to build an inclusive and harmonious workplace, to adopt working environment where each employee would feel dignified regardless to his/her ethnicity, religious views, social status or age, and to integrate them into mainstream personnel.

The consortium recognizes that the right to diversity should be incorporated not only in the entire range of processes, strategies, and actions of the companies but in its corporate culture and the society in general.

### DISCRIMINATION IN REQRUITMENT PRACTICES



Eurobarometer (2015). Discrimination in the EU. Available [here](#)

### Objectives

- To launch, host, and manage the National Diversity Charter in partner countries, which will create awareness, go a long way towards managing diversity, and promote inclusion.
- To develop and disseminate a Practical Guide, approaches, and activities that will support inclusion and diversity and ultimately reduce discrimination and social inequality within the workplace and wider society.
- To provide training and professional development to managers, HR, personnel specialists, and adult educators, equipping them with the necessary knowledge, attitudes and competences to successfully manage and support diversity and inclusion at the workplace;
- To provide an OER platform that enables the target group and stakeholders to develop networks of practitioners who implement diversity management and inclusion practices, measures and/or policies.

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### Project outputs

- Raising awareness, informing, and communicating: the Diversity Charter and the Guide
- The Diversity Management and Inclusion Training Program
- The On-line Collaborative Platform

### Next Steps

- Preparation activities to launch Diversity Charter
- Design the Practical Guide and Diversity & Inclusion Training Program
- 2<sup>nd</sup> Project Partner Meeting in Nicosia, Cyprus

### Partners

The consortium consists of six European partner-organizations from Lithuania, Latvia, Cyprus, and Greece. This partnership covers a wide range of expertise and experience related to the diversity, promotion and protection of human rights and equal opportunities, training and professional development, and many more.

Kick-off Project Meeting took place in Vilnius, Lithuania. Partners have set work plan and actual implementation of the project has started.

The idea for a Diversity Charter was conceived in January 2004. Diversity charters are among the latest in a series of voluntary diversity initiatives aimed at encouraging companies to implement and develop diversity policies.

A diversity charter consists of a short document voluntarily signed by a company or a public institution. It outlines the measures it will undertake to promote diversity and equal opportunities in the workplace, regardless of race or ethnic origin, sexual orientation, gender, age, disability and religion.



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