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**PRACTICAL GUIDE  
TO LITHUANIAN DIVERSITY  
CHARTER**

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Practical Guide to Lithuanian Diversity Charter

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Strategic Thinking on Diversity Management  
and Inclusion at the Workplace

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2018



Strategic Thinking on Diversity Management  
and Inclusion at the Workplace



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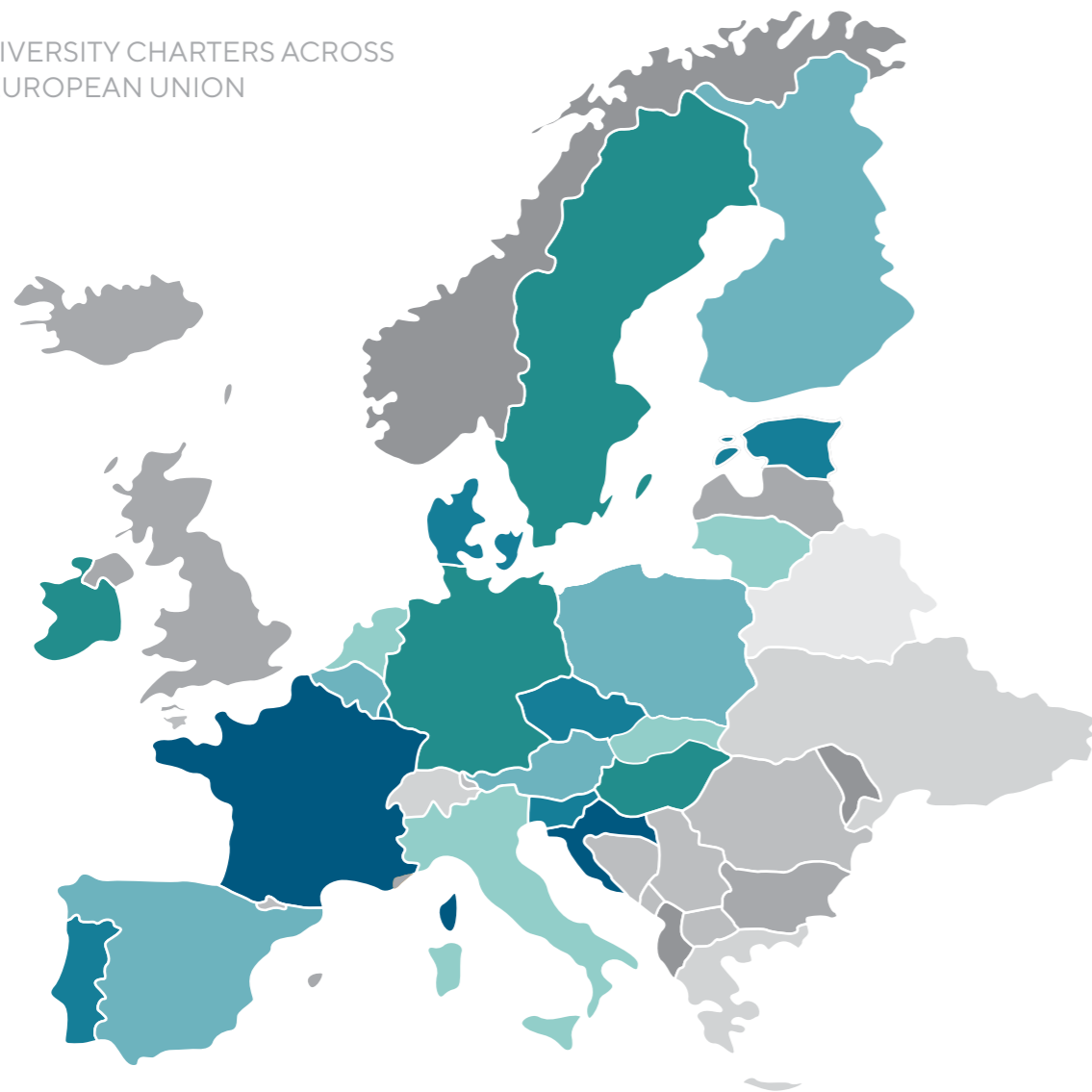


[www.opencentre.eu](http://www.opencentre.eu)



[www.pvpa.lt](http://www.pvpa.lt)

## DIVERSITY CHARTERS ACROSS EUROPEAN UNION



## FOREWORD

Diversity is a core value of the European Union, and the motto „United in Diversity” does not only reflect empirical observation. It is also a commitment which is at the heart of all our work. Diversity is an asset, a great force for Europe, and we must foster the best possible conditions to increase its competitiveness in the current challenging economic and demographic context, up-skill its workforce and encourage smart, sustainable and inclusive growth. Supporting equality and diversity can help us meet these challenges.

Diversity represents an opportunity that brings benefits for private and public organisations and for the society as a whole. Well-known arguments and evidence exist in support of diversity at the workplace that can explain why an increasing number of companies in Europe are adopting diversity and equality strategies, not only for ethical and legal reasons, but also for the business benefits they are expected to deliver.

To reinforce this, there is also a high level of support from citizens to measures aiming at fostering diversity in the workplace. The latest Eurobarometer on discrimination shows that there is widespread support among Europeans for training employees and employers on diversity issues (80%), monitoring recruitment procedures (77%) and monitoring the composition of the workforce (69%).

The European Commission is well aware of the benefits of diversity at the workplace and has been actively combatting discrimination for more than a decade now through legislation allowing millions of people to fully achieve their potential and thousands of companies to benefit from their talents. However legislation alone is not sufficient and the responsibility lies not only on European Institutions but, especially, on Member States, Equality bodies, NGOs, businesses, trade unions and employers. All have a role to play in combatting discrimination and reflecting diversity in the work force.

Diversity Charters are fundamental to promote the business case of diversity, and there is a growing movement in Europe, with more and more business engaged in diversity issues and public authorities encouraging diversity as well. Diversity Charters provide a recognised public trademark that demonstrates company’s commitment to the promotion of equality and diversity.

That is why the Commission has been – and will be – supporting the Diversity Charters which provide support in diversity management, including training to thousands of companies. We do so through a dedicated EU Platform of Diversity Charters including regular exchanges between Charters, mentoring of emerging Charters, publications from the Platform and organization of events like the EU Diversity Charters’ annual forums.

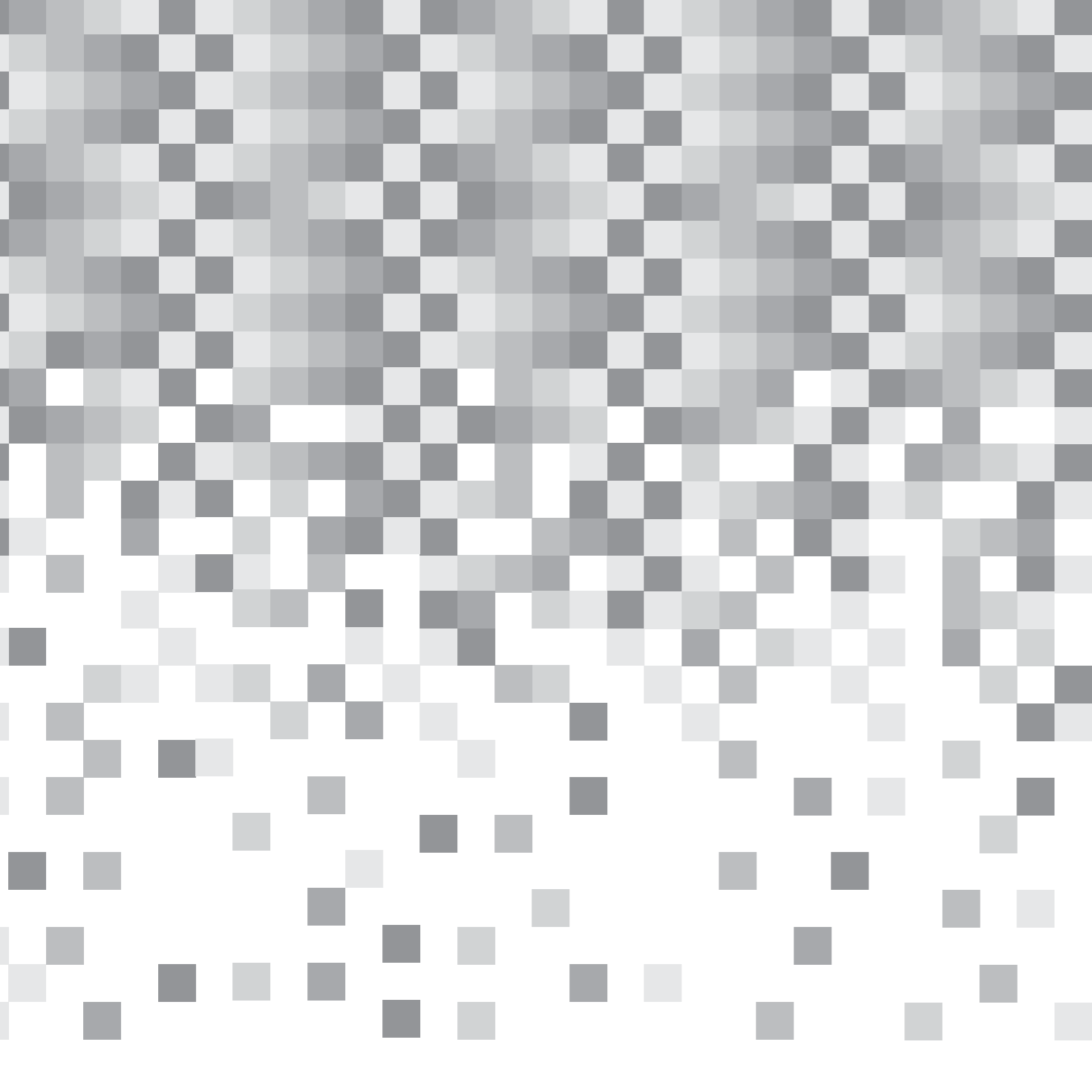
One of the crucial roles of the Diversity Charters is to raise awareness of the benefits that diversity can bring to businesses and how to manage diversity. I thus very much welcome this publication on the benefits of diversity and inclusion at the workplace and even more Lithuania joining the EU Platform of Diversity Charters as the 22nd member, linking its signatories to the network of more than 10,000 employers and 15 million employees.

### Szabolcs Schmidt

Head of Unit, Non-discrimination policies and Roma coordination, DG Justice and Consumers, European Commission

<sup>1</sup><http://ec.europa.eu/COMFrontOffice/publicopinion/index.cfm/Survey/getSurveyDetail/instruments/SPECIAL/surveyKy/2077>

<sup>2</sup> Kitos ES įvairovės chartijos narės yra Airija, Austrija, Belgija, Čekija, Danija, Estija, Ispanija, Italija, Kroatija, Lenkija, Liuksemburgas, Nyderlandai, Portugalija, Prancūzija, Rumunija, Slovakija, Slovenija, Suomija, Švedija, Vengrija ir Vokietija.



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## INTRODUCTION

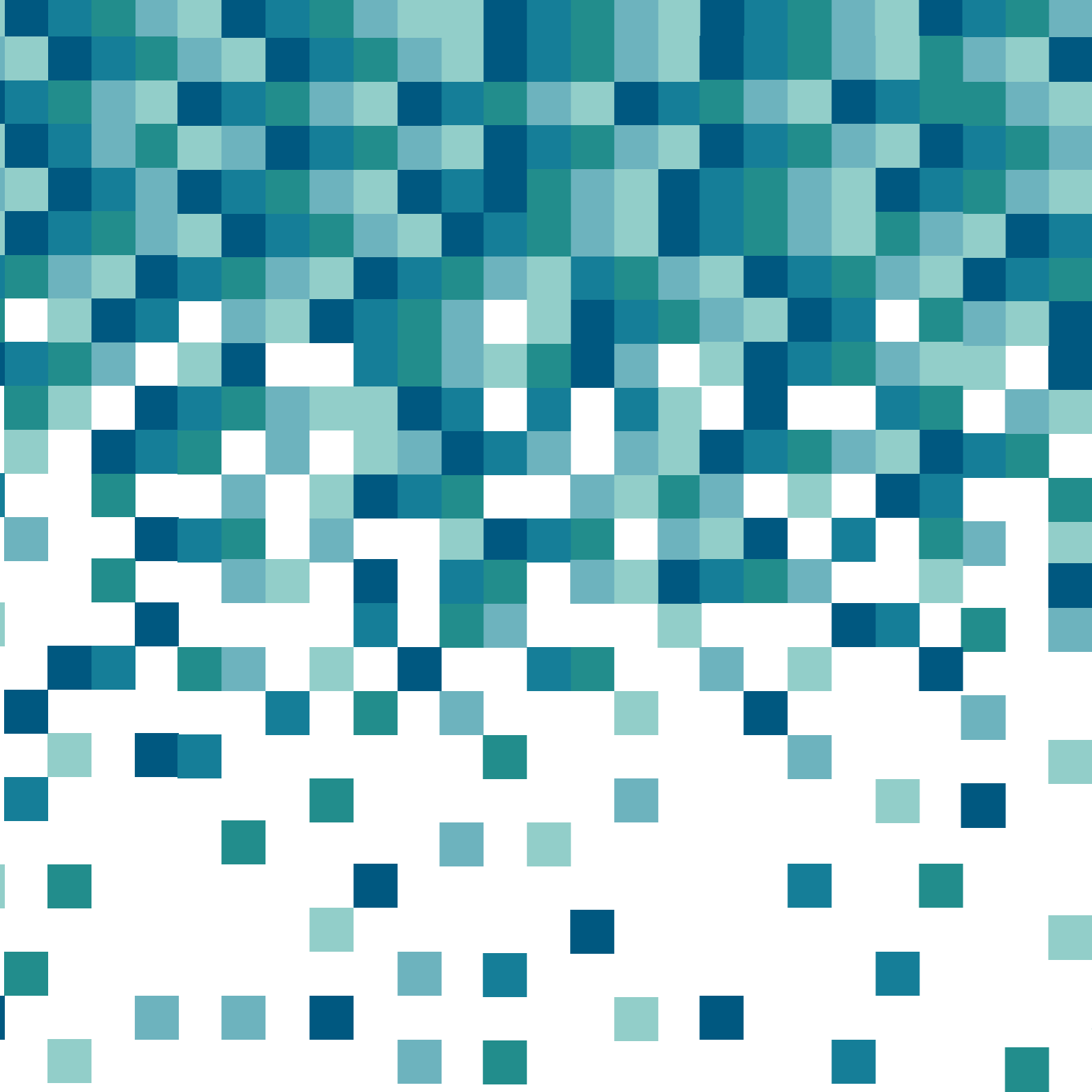
Due to the demographic, social and economic changes in Europe labour force is becoming more and more diverse. It is widely recognized that diversity based discrimination in the workplace is both, a cause and a consequence of deep-rooted disparities in society. With such workforce diversity, it becomes important for national and global organizations to put in place policies and practices to build an inclusive and harmonious workplace, to adopt working environment where each employee would feel respected and dignified regardless to his/herracial and ethnic origins, gender, age, sexual orientation, religious beliefs, or disabilities.

Diversity management is a social practice, which enables one to be aware of the circumstances. The effective diversity management creates awareness and promotes inclusion. Ultimately it may reduce discrimination and social inequality, not just at the working environment, but in overall society.

**The “Practical Guide to Lithuanian Diversity Charter” (Guide)** was developed as part of the project ‘Strategic Thinking on Diversity Management and Inclusion at the Workplace’ (DIMAIN) which aims to promote diversity management and social inclusion, and ensure equal opportunities for all in the workplace through fostering diversity thinking and implementation of inclusive practices in the organizations and organizations. For more information about the DIMAIN project and its activities, please visit project website [www.dimain.eu](http://www.dimain.eu)

This Guide is addressed to organizations (partner country) in general and their CEOs, personnel and human resource (HR) managers in particular and aims to:

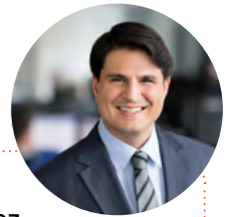
- Raise awareness on diversity management and its benefits for the organizations;
- Present Lithuanian Diversity Charter and encourage to become a member of Diversity Charter community in Lithuania;
- Share good practices on diversity management in the organizations.



## WHY DIVERSITY?

EU legislation<sup>1</sup> stipulate that diversity encompasses six dimensions – age, physical capabilities / disability, culture, sex, religion and sexual orientation.

Clearly, diversity can no longer be viewed in simple terms. Currently, a new definition of diversity is emerging. Forward-thinking organizations are now recasting the concept of diversity to embrace all the ways people can bring a unique perspective to the workplace. It means understanding that each individual is unique, and recognizing our individual differences. Diversity includes, therefore, knowing how to relate to those qualities and conditions that are different from our own and outside the groups to which we belong, yet are present in other individuals and groups.



**Mariano Andrade Gonzalez,**  
Barclays Group Operations Lithuania COO

*"Diversity and inclusion are very important parts of Barclays culture all over the world. We respect and value religious, national, age, gender and any other aspects of every employee. We want to be sure that the employees feel respected and valued at the company and on the Lithuanian labour market in general."*

*"Since the establishment in Lithuania, we are glad to contribute to the maturity of business in terms of these values and spread a good example outside our organisation too."*



In accepting a broader and deeper definition of diversity, you need to examine whether you've progressed beyond looking at only traditional differentiators such as race, gender or nationality.



Does your organization include workers with disabilities, of different generations, from a variety of social, economic and educational backgrounds?

Does it allow employees to be open about their sexual orientations, cultures, political views and religions?

<sup>1</sup>Racial Equality Directive (2000/43/EC) and EU Employment Equality Directive (2000/78/EC)

## Dimensions of diversity



**GOOD PRACTICE**

### RIMI LITHUANIA

#### Employing people with disabilities

For over a decade, at Rimi stores and office work people with various disabilities. In the beginning of 2018, there were 129 disabled people employed at our company.

„Our customers are sometimes lacking a social sensitivity, feeling afraid to communicate with a deaf person, but I think that I am changing this attitude little by little towards the positive way. This change is important not only for me individually, but for a whole community of deaf people. I feel that I am experiencing valuable lessons – learning to deal with emotions, manage customer relations. Although not always I am willing it, especially when I have to defend myself, express the opinion” – says Donata Vilkaite, cashier who works at Rimi for 6 years.

## Diverse workplace

Workplace diversity means creating an inclusive environment that accepts each individual’s differences, embraces their strengths and provides opportunities for all staff to achieve their full potential.

**A diverse workplace does not simply hire workers from various age groups** or balance its ratio of men to women; rather, diverse workplaces includes people with different experiences, varying personalities, and different levels of experience to foster creativity and offer a range of viewpoints and ideas.

<sup>2</sup>Sexual Orientation and Gender Identity



**Dovilė Grigienė,**  
CEO of Swedbank Lithuania

Diversity not only involves how people perceive themselves, but how they perceive others. Those perceptions affect their interactions. For a wide assortment of employees to function effectively as an organization, human resource (HR) professionals need to deal effectively with issues such as communication, adaptability and change.

*“Open, sustainable and progressive society is only possible with equal opportunities and respect for diversity. Different experiences and skills do not pull us apart. On the contrary – they make us stronger and help us see different perspectives. Companies, which embrace equality and diversity values, not only contribute to social progress, but also are better at utilizing their potential and reach better business results.”*

A diverse workplace represents a deeper pool of knowledge, skills, life experience, perspectives and expertise. Workforce diversity increases creativity because employees from different backgrounds bring in a variety of solutions on how to achieve a common goal.

**GOOD PRACTICE**

### WESTERN UNION PROCESSING LITHUANIA

#### Cultural Diversity Day celebration

WU is seeking to create inclusive environment and challenge their vision about diversity. One of the most recent events at WU was Cultural Diversity day celebration initiated to help to understand the value of diversity, enhance comprehension and acceptance of employees. During this event, people shared their stories, thoughts about the advantages of having diversity at work, discussed unconscious bias and had the opportunity to get more information about different cultures, their distinctions and similarities.

*„To be honest, it was the best event that I have participated in since I’ve been working in WU (it is now for a half year) !!! It was very informative, interactive, interesting and super cool!” Ieva Ramasauskiene.*

### BARCLAYS GROUP OPERATIONS LITHUANIA

#### Encourage women in IT sector

Since its establishment in Lithuania, Barclays has taken an educational role to encourage different groups of the society to choose the technology career path or at least consider it.

Barclays aims to encourage women and the society to get rid of the stereotype that IT is only for men and has been targeting women of different age groups: from schoolchildren with ‘IT Girls Allowed’ events to teenagers with the collaboration with the international ‘Django Girls’ network to women who are choosing or already making a career with the support of ‘Women Go Tech’ initiative from its very beginning.



### Diversity as non-discrimination and equality

Diversity in the organization first of all goes in line with fair treatment of all employees and goes in line with nondiscrimination and equality policies:

- Application of equal selection criteria and conditions for recruitment;
- To create equal working conditions, possibilities to improve qualifications, seek professional development, re-qualify, acquire practical work experience, as well as provide equal privileges;
- Use uniform job evaluation criteria and equal criteria for dismissal;
- Equal pay for equal work of equal value;
- To take measures to ensure that the worker is not subjected to harassment, sexual harassment at the workplace and not to be instructed to discriminate;
- Take appropriate measures to enable people with disabilities to work, work pursue a career or learn.

### Pro-active approach - welcoming diversity and inclusion

Pro-active approach seeks to create a diverse working environment and an inclusive culture in which everyone feels valued and can live up to their full potential in the workplace. Pro-active approach aims at fostering a culture in which everybody is valued and respected. This goes beyond mere compliance with non discriminatory rules and equal opportunities strategy alone:

- This approach formally acknowledges that inclusion has different meaning for different groups. Organizations should take into account the particular situation and specific concerns of each group.
- Never reveal a LGBTQI person's sexual orientation or gender identity without permission.
- Ensure all employees have the opportunity to take part in decision-making and planning for social activities.
- Organize collective meals where employees can learn about one another's cultures by sharing food.
- Be aware of, and provide time off for, culturally significant events and holy days
- Recognize and acknowledge special days and events such as International Day of Persons with Disabilities, International Day to End Racism, Pride celebration, etc.

### Diversity in capacities: creation of inclusive workplaces

Inclusive organizations aim to enhance diversity in particular diversity in terms of employees' capacity. This means that there is a need to have work for people with limited capacities, and in particular when the limitations concern cognitive, or social, or emotional capacities this can be challenging since we have indicated earlier that work demands are currently primarily of a cognitive, social, and/or emotional nature. In fact this means that work for this group of people has to be created, or rather designed.\*

\* Arenas, A.(et al), 2017.

## Benefits of diversity and inclusion management



Inclusion of diversity principles as integral part workplace policies brings concrete, real advantages of diversity in the workplace and to the organization at large. The success and competitiveness of a organization depends upon its ability to embrace diversity and realize the benefits. When organizations actively assess their handling of workplace diversity issues, develop and implement diversity policy, multiple benefits are reported.

### Creativity and innovation

Innovation requires a new perspective. A well-managed diverse workforce can **breed creativity and dynamic business solutions**. Diverse personal and professional experience can offer new and, sometimes, previously ignored perspectives that inspire colleagues to see the workplace and work processes differently.

Recent study from Forbes<sup>3</sup> highlights that "the best way to ensure the development of new ideas is through a diverse and inclusive workforce."

<sup>3</sup> Forbes Insight

GOOD PRACTICE

## LITHUANIAN AIRPORTS

### We seek to know our travellers

To ensure that all travellers feel warmly welcome, the employees of Lithuanian Airports make every effort to demonstrate respect and fair and discrimination-free view towards diversity and differences at every stage of passenger service, especially during check, while ensuring that human rights of the passengers are properly protected.

To achieve this goal, our employees engage in different activities to ensure respect for every individual's religion, culture, and customs. The training programme of all aviation safety employees includes information on key customs, religion-related items, and traditions of every religion.

### Variety of viewpoints

A diverse workforce that feels comfortable communicating varying points of view provides a larger pool of ideas and experiences. The organization can draw from that pool to **meet business strategy needs and the needs of customers more effectively.**

Diversity boosts **thinking out-of-the-box** giving to issues different voices, perspectives and personal views as well as experiences.

Diversity breeds creativity and drive innovation **providing opportunities to solve problems** in various ways and meet customers' needs in new and existing ways.

### Increased adaptability

Broader skills base advances business to have the adaptability, which means **faster and more effective planning, development, and execution.** In today's uncertain environment, adaptable organizations are the ones that thrive.

Organizations employing a diverse workforce can supply **a greater variety of solutions** to problems in service, sourcing, and allocation of resources, as well as suggesting ideas that are flexible in adapting to fluctuating markets and customer demands.

A study by The Economist<sup>4</sup> (2018) found that:

- 89 % agreed that having a diverse and inclusive workforce creates a global business advantage.
- When diversity and inclusion is at its best in the workplace, executives believe that talent management (71 %), employee satisfaction (64 %), collaboration in the workplace (57 %) and corporate reputation (57%) are most positively impacted.

<sup>4</sup>Shumpeter, 2016.

### Talent pool

Fundamentally, an inclusive and culturally diverse business will **attract talented, ambitious, and globally minded professionals** who will appreciate the opportunity for personal and professional growth.

Diverse talent pool **allows an organization to attract and retain the best talent.** More diverse talent pool makes business more attractive to ambitious, open minded candidates; it also helps you to keep them on board.

### An employer of choice

In a diverse workplace, employees are more likely to remain loyal when they feel respected and valued for their unique contribution. Speaking of the employed staff, it may **stimulate the rise of job satisfaction, motivation, and creativity.**

Glassdoor survey (2014) shows that two thirds of job seekers in US indicate that diversity was important to them when evaluating organizations and job offers.



**Odeta Bloziene,**  
Director of "Burokėlis ir Krapas"  
(brand name "Jurgis ir Drakonas")

*"We have never doubted about our decision to employ foreigners who came to our country. We are happy that we can learn from each other, improve our tolerance, patience and respect to otherness. By working together, helping each other and communicating with people of different gender, nationality and age, we strengthen our values we believe - that everyone can be a hero. Foreigners working in our restaurants say that they feel safe and happy in our country, and we believe that we contributed to that."*

### New customers and markets

Number of organizations, based on their diverse teams can utilize opportunities **to cater new markets,** emerging markets based on understanding of specific groups and cultural backgrounds.

A diverse collection of skills and experiences (e.g. languages, cultural understanding) allows a organization to **provide service to customers on a global basis.**

Diverse skills base offers **broader and more adaptable range of products and services.** An organization with diversity can be quicker to spot a gap in the market. It will also have the ability to meet changing consumer behaviour – and succeed.

Glassdoor analysis<sup>5</sup> explains, “recruiting and retaining a diverse, inclusive group of employees lets your organization reflect the world around you and makes your team better able to develop fresh ideas that will meet the needs of the whole marketplace.”

Recent research from McKinsey<sup>7</sup>, underscores the fact that diversity is good for a business’s bottom line. In fact, ethnically diverse organizations were shown to be 35% more likely to have financial returns above the national industry median. Meaning diverse work forces drive economic growth.

GOOD PRACTICE

## BUROKĖLIS IR KRAPAS

### Foreigners work at Jurgis ir Drakonas restaurants

Kumar from Sri Lanka is one of 5 foreigners working at the restaurants “Jurgis ir Drakonas”. Kumar works in the central kitchen, where different production for the restaurants is prepared, such as syrups for homemade lemonade, granola, various sauces and meat preparation.

Pizza baker Amanulah from „Jurgis ir drakonas” restaurant in Kaunas, came to Lithuania 12 years ago together with his family. He joined „Jurgis ir Drakonas” team 2 years ago. The company not only provides him with job but also helps to manage daily activities for his family with a small child.

Heads of the restaurants are happy with hard working and responsible foreign employees and team members train them and help to integrate in life of the team.

## Improved image of the organization

Just like the culture of an organization, creating a diverse workforce can **improve customers’ opinions of particular business, brand or products.** Diverse organizations show consumers that they are inclusive, open minded, innovative, and looking toward the future.

## More effective execution

Organizations that encourage diversity in the workplace inspire all of their employees to perform to their highest ability. Organization-wide strategies can then be executed; resulting in **higher productivity, profit, and return on investment.**

Diverse teams are more productive and perform better. Experience, expertise, and working methods that a diverse workplace can **boost capacity and lead to greater productivity.**

GOOD PRACTICE

## SWEDBANK

### Reducing gender based salary gap

“Swedbank” conducted a thorough salary analysis in order to reduce the gap between men and women. The bank identified the positions where gender pay gap was unjustified and prepared a special action plan. Additional budgets were allocated to eliminate differences. It took a couple of years to minimize the gender pay gap, which was finally reduced to 1%.

Evaluation and monitoring of salary gap became part of the bank’s everyday work. During salary reviews and when recruiting new employees, gender pay gap aspect is always evaluated and taken into account.

The bank also includes diversity perspective into employee selection process. Every vacancy announcement includes a disclaimer which reflects bank’s values: “Swedbank is the bank for the many. Here we create our own rules and traditions: we favor inclusion, support workforce diversity and are leading in gender equality. We welcome all applicants regardless of gender, ethnicity, disability, beliefs or expression. Join us!”

The main challenges to implement Diversity and inclusion policies are the following:

- Potential costs of implementation.
- Lack of understanding of the importance of diversity issues and aspects at the senior leadership level.
- Lack of professionals supporting diversity management processes.
- Lack of competence and strong personal stands on the need for change, role model the behaviours required for change and assist with the work of moving the organisation forward.
- Cognitive Biases and Stereotypes.

The size of organizations appears to be a significant factor in whether or not diversity policies are adopted and embedded within organisational practices<sup>8</sup>.



Number of studies<sup>6</sup> show that organizations with a respect of diversity and inclusion are both happier and more productive.

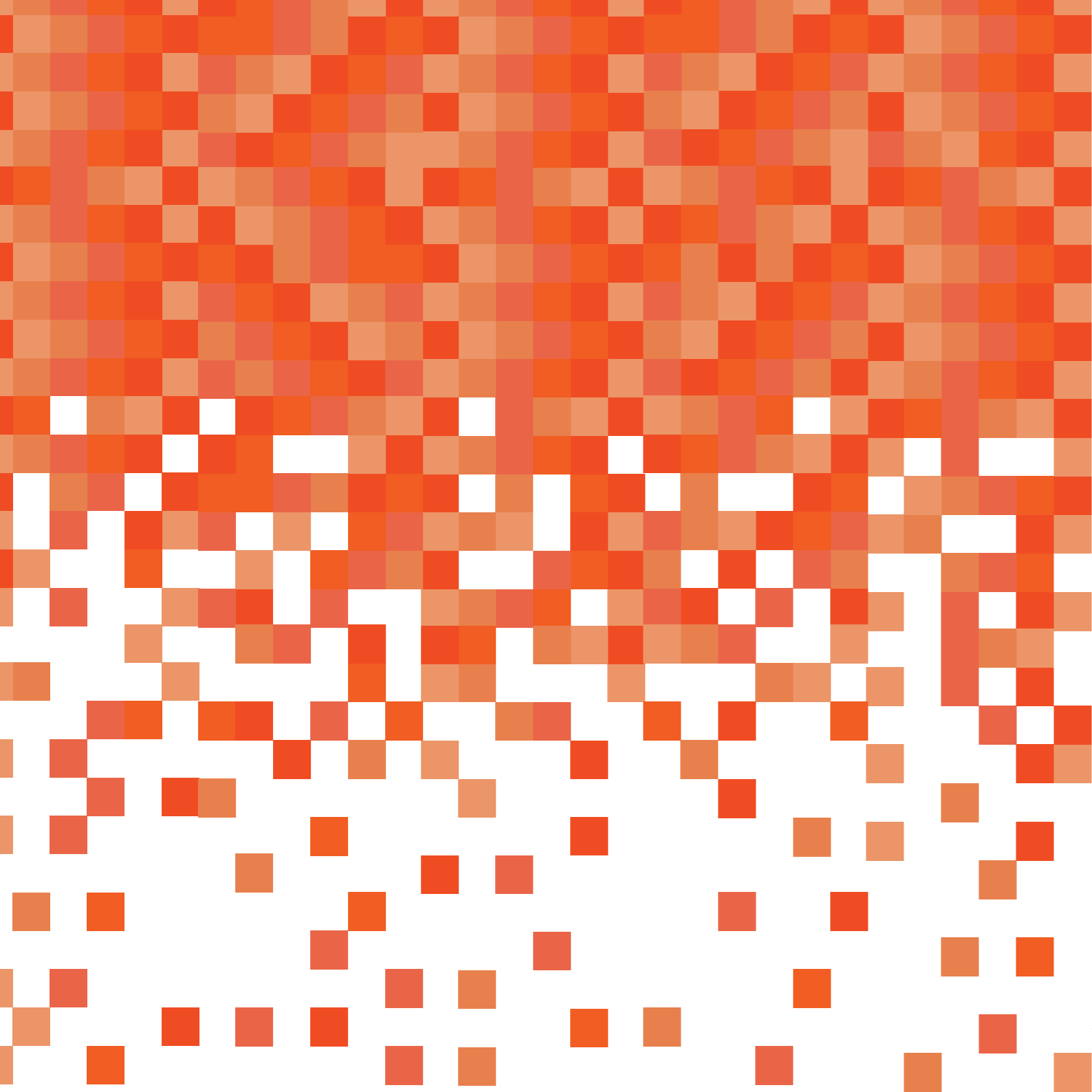
Diversity can boost market knowledge and provide **insight for more competitive and profitable business.** Doing more competitive ultimately means being more profitable.

<sup>5</sup> Glassdoor Survey, 2014

<sup>6</sup> Brooks, 2011

<sup>7</sup> Hunt at al, 2015

<sup>8</sup> European Commission (2008)



## DIVERSITY CHARTER

Diversity Charter is a voluntary initiative aiming at encouraging organizations or public institutions to implement and develop diversity and inclusion policies. They outline what the organization does - and will do - to promote those policies at the workplace. Most importantly, Diversity Charters are a valuable asset in fighting discrimination and promoting equality at work.<sup>9</sup>

### EUROPEAN PLATFORM OF DIVERSITY CHARTERS

The first step into Diversity Charter was made in January 2004. French Diversity Charter was the very first document established in Europe regarding the diversity at the workplace. In 2010, the Diversity Charters from across the EU came together to work as the EU level exchange Diversity Charter Platform.<sup>10</sup> This Platform allows promoters of the existing Diversity Charters to meet on a regular basis, to share their experiences and develop common tools.



**Dovile Buinickaite - Struckiene,**  
HR manager at Rimi Lithuania

*„We want all our employees, regardless of their age, disability or nationality, be able to work and earn a salary. The diversity enriches our company internally and helps us to understand our customers' needs and desires better.,“*



**Rusne Valaikiene,**  
Financial Crimes Compliance Operations  
Head of Global AML Investigations &  
SAR Reporting / Lead of WU Diversity &  
Inclusion committee in Lithuania, Western  
Union Processing Lithuania

*“We define diversity not just in terms of age, gender or race, but also diversity in terms of thought. Having diversity at the company challenges our vision, sparks innovation, by bringing new ways of thinking to the table and helping eliminate all unconscious bias we all have. Variety at the workplace fosters mutual respect and we are seeking for the open culture where everyone feels the sense of belonging.”*

Up and coming Diversity Charters in Europe are supported by the Platform and are invited to become members following their official launch. The ultimate objective is to expand the platform to 27 members; one in each member state of the EU.<sup>11</sup>

<sup>9</sup>COM (2017) 5300 final.

<sup>10</sup> This development was funded by the European Commission under the project 'Support for voluntary initiatives promoting diversity management at the workplace across the EU'.

<sup>11</sup>COM(2017) 5300 final.

The European Commission (EC) encourages employers to put diversity management more firmly on their strategic business agenda and included this initiative among the actions to tackle discrimination.<sup>12</sup>

The EU has a strong and long-standing commitment to combating discrimination in employment, founded on a solid legal framework. This is in line with the concept of fair treatment for all employees. EU legislation, policies and activities to advance equality, non-discrimination and diversity include:

- Racial Equality Directive (2000/43/EC);
- EU Employment Equality Directive (2000/78/EC);
- A Strategic Engagement for Equality between Women and Men (2016-2019) for the EU;
- Implementation by the EU of the United Nations Convention on the Rights of Persons with Disabilities (UNCPRD);
- The List of Actions to advance LGBTI Equality;
- The proposed Equal Treatment Directive aimed at expanding protection from discrimination in EU legislation;
- Awareness raising activities to promote business-oriented diversity management in Organizations.

## DIVERSITY AND INCLUSION CHARTER: EUROPEAN COMMISSION

Moreover, EC released Communication<sup>13</sup> by setting out the first comprehensive strategy promoting diversity and inclusion for all Commission staff. For the very first time, the EC has a Diversity and Inclusion Charter which sets out the guiding principles for the Commission's Human Resource policies.<sup>14</sup>

**Marius Gelžinis,**  
CEO of SE Lithuanian Airports



*"Lithuanian Airports are the gates to the country, a meeting point for travellers from different countries. Lithuanian Airports take diversity and differences very seriously. The differences in our ages, professions and views create a unique basis for giving birth to the boldest solutions and creating a welcoming atmosphere for the employees and passengers."*

<sup>12</sup> Tackling discrimination [https://ec.europa.eu/info/policies/justice-and-fundamental-rights/combating-discrimination/tackling-discrimination\\_en/Kova-su-diskriminavimu](https://ec.europa.eu/info/policies/justice-and-fundamental-rights/combating-discrimination/tackling-discrimination_en/Kova-su-diskriminavimu).

<sup>13</sup> COM(2017) 5300 final.

<sup>14</sup> Diversity and Inclusion Charter of European Commission <https://ec.europa.eu/info/sites/info/files/diversity-inclusion-charter-2017-07-19-en.pdf>.

1826 members of 11 Diversity Charters took the survey in 2014<sup>15</sup>:

- 95 % reported that the signature of the charter has had an impact on the development of their diversity policies and activities;
- 66 % have included diversity in their corporate culture;
- 56% have integrated diversity into internal and external communication;
- 46% reviewed their HR processes with regard to the principles of non-discrimination and promotion of diversity.

## Lithuanian Diversity Charter



Lithuania's Diversity Charter was launched on 3 October 2018. At the launch event, the Charter was signed by over 20 companies and organisations that operate in Lithuania and apply diversity management measures as well as strive to create an inclusive workplace environment and ensure the wellbeing of disadvantaged employees; these signatories have also expressed a wish and commitment to live by the principles of diversity and equality both inside and outside of their organisational culture.



### TELIA LIETUVA

*Fair and competitive salary for parents coming back after parental leave*

"Telia Lietuva" seeks to ensure a fair and competitive salary for the employee after a year or few missed from work. The company has prepared guidelines for the manager of how to adjust the salary after parental leave based on annual salary changes in the market. The remuneration is reviewed by number of key criteria (for example, the position to which the return is made, the remuneration intervals established for the position) and can be adjusted by a certain percentage for the period during which the employee did not participate in the company's annual remuneration review. These guidelines are publicly available to all employees, which in turn brings transparency and clarity.



**Giedrė Kaminskaitė-Salters,**  
Head of Legal and Corporate Affairs at  
"Telia Lietuva"

*"Every one of us is different and unique, and with common goals and interests we can achieve a lot. This is well known from our experience, because equality and diversity of employees is the base of "Telia" long-term business and leadership. We create jobs that stimulate a culture of diversity and provide opportunities for career and self-expression for all, regardless of gender, religious, cultural and other differences."*

<sup>15</sup> European Commission, 2014.

## Lithuanian Diversity Charter

To organizations in Lithuania, commitment to Diversity means going along with and beyond the legal obligations of non-discrimination and equal treatment, acknowledgement and respect of differences, and fostering inclusion.

Diversity is perceived as a principle that enables people to fulfil their potential irrespective of their individual differences. Conscious application of the diversity principles breeds acceptance, support and further development of individuals' talents. This approach brings opportunities for innovation and enhances the organization's performance and competitiveness.

By signing the Diversity Charter, organizations commit to maintaining a workplace environment that is open to all, irrespective of their gender, race, ethnic origin, nationality, disability, age, sexual orientation and gender identity or religion.

By taking this step, organizations wish to contribute to an environment of mutual respect and trust, which will in turn have a positive effect on the organization, the society in Lithuania and beyond.

By signing this Charter, the organization .....represented by ..... commits itself to:

- **Respect the principles of Diversity and this Charter**, and strive to form a work environment that reflects the diversity of the society and helps every employee feel dignified, valued and respected.
- **Acknowledge and valorise employees' differences and particularities**, focusing human resources management on individual skills and competences.
- **Promote mutual trust, equal treatment and non-discrimination**, and foster an inclusive work environment free of prejudice.
- **Develop a diversity policy** and apply a diversity approach in every aspect of the organization's operations, management processes and organization's culture in general.
- **Communicate** loyalty to the Charter and the achievements of the diversity policy both internally and externally.

## Membership in the Diversity Charter

Accession to the Diversity Charter is based on the principle of openness, satisfaction of the minimum standards, and the organisation's aim to abide by and actively apply the principals of the Charter in the organisational culture.

### Eligible members

- Private sector: large, medium-sized, and small companies;
- Public sector: governmental institutions and municipalities;
- Non-governmental sector: public establishments and NGOs;
- Unions and associations.

### Becoming a member

- Fill out a member form online at [www.diversity.lt](http://www.diversity.lt) → application admitted all the time;
- Have your membership approved → the Diversity Charter Board approves new members 4 times a year;

We invite you do sign the Lithuanian Diversity Charter and become a member of the Charter and the EU Diversity Charter Platform and enjoy the following benefits:

- Improve diversity management in the organisation;
- Self-assess the organisation and learn and grow together;
- Share experience and exchange practices in annual Charter events;
- Improve your image as an employer;
- Contribute to ensuring equality and social inclusion at the workplace and in the society.

### Members of the Charter commit to:

- Respect the principles of the Diversity Charter and actively apply the provisions of diversity in their organisational culture;
- Work in a focused and proactive manner to attract new members;
- Disseminate the Charter's principles, publicise activity results inside and outside of their companies;
- File annual membership reports;
- Participate in the rotation of the Board as necessary.

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