

STRATEGIC THINKING ON DIVERSITY MANAGEMENT AND INCLUSION IN THE WORKPLACE – DIMAIN

PROJECT OUTPUTS

Programme: Erasmus+

Duration: 01 09 2017 – 30 09 2019

O1 Raising awareness, informing and communicating: Diversity Charter and the Guide

The “Practical Guide to Diversity Charter”

Guide is developed as part of the DIMAIN project and aims to introduce benefits of the diversity and its management at the workplace, as well as covers good practices from companies along with testimonials. Overall, Guide aims to encourage to take actions in order to promote social inclusion within the workplace.

The Guide is localized to national context of each partner country, thus four different versions of the Guide are available in three different partners languages (Lithuanian, Latvian, Greek) as well as in English.

Available online [here](#)

The Diversity Charter

Charter is a voluntary initiative aiming at encouraging companies 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.

Charters were launched in partner countries (Cyprus, Greece, Latvia, Lithuania).

More information available [here](#)

O2 Diversity Management and Inclusion Training Program

“Diversity and Inclusion” (D&I) Program

D&I Program created for by the DIMAIN project team, which aims to present important knowledge and understanding as well as practical materials and tools to enable you to:

- Raise awareness about D&I concept and introduce benefits of its management;
- Understand the Diversity Management in Organizations – how it works and what challenges appear in this process;
- Lay basics for creation and maintenance of D&I culture in the organization;
- Introduce KPI's for Monitoring of D&I management in the organization.

The D&I Program entities 2 Modules, which are divided into face to face (F2F) and Online parts:

- **F2F training** | 16 hours (content material for the theory-lecture, exercises, cases to discuss and questions for the discussions, practical tasks, questionnaires for deeper understanding)
- **Online learning** | 8 hours (additional theoretical material, further readings, handouts (questionnaires, checklists and relevant templates), quiz)

F2F part available [here](#), along with Handouts ([here](#)) and Dictionary ([here](#))

Diversity & Inclusion Program Manual

The Manual encompasses the implementation of the D&I Program, and aims to provide resources and recommendations for trainers in preparation and delivery of Diversity & Inclusion (D&I) training. Manual was developed by the DIMAIN project partner 'Personalo profesionalų valdymo asociacija' in collaboration with 'Diversity Development Group'.

Manual is not public outputs, to share it outside the consortium is restricted.

PPTs for trainers in English and Lithuanian are prepared too.

03 On-line Collaborative Platform

Online Learning Platform

Online Modules of the D&I Program were developed and translated as well as localized in all partners languages.

Available [here](#)



www.diversitygroup.lt



www.sopa.lt



www.pvpa.lt



www.csicy.com



www.kean.gr



www.thinkdiversity.eu



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