

Let's promote diversity management and enhance inclusion!

A core value of corporate diversity is its aim to represent the society in which businesses operate. Large companies are leading the way in diversity management due to their international nature and greater resources, but 99% of European countries business environment is made of SMEs (European Commission 2019). Conversely, it is commonly believed that the limited resources and small size of SMEs can be a barrier to implementing corporate diversity policies and processes (CSR Europe 2016). Furthermore, contrary to common perceptions, their small size also allows SMEs to implement corporate changes faster and easier than larger companies. Their paramount importance for European societies thus makes SMEs key transformative actors in projects to implement shared European values such as diversity and inclusion (D&I).

THE IDEM PROJECT: achieving greater diversity, inclusion and equality in SMEs management is an innovative initiative led by [FEDEPE](#) (Spain) and the [Diversity Development Group](#) (Lithuania) that aims to assess diversity management among European SME's and support the implementation of D&I practices.

How will it achieve its goal

1. Development of the IDEM Tool

An innovative and comprehensive IDEM tool will allow companies to self-evaluate their D&I climate. The tool will be created with an international mindset that allows it to be used and extended to other national and international contexts.

2. Individual assessments of SMEs on D&I

SMEs will be provided with a comprehensive approach to D&I, based on an individual assessment and tailored professional workshops, the development of an individualized action plan with good practices and recommended actions, and follow-up support for their implementation.

3. Final data collection, analysis and evaluation

Contribute to the dissemination of gathered information, assessment results and good practices on diversity management in SMEs both in Spain and Lithuania, the project's aggregated results will be compiled into a Study on the state of D&I in Spanish and Lithuanian SMEs.

WITH THE IDEM PROJECT, COMPANIES WILL:

- test D&I within the company, know how successfully it works and compare results with those of other companies
- get tailored and individualized workshop on D&I to understand the specific actions the company needs to address the issues identified
- be better informed and equipped to refresh internal policies, procedures and practices targeting equal opportunities for everyone and fostering inclusion
- see the biggest diversity-related challenges and opportunities within the company

CONTACTS

Monica Morado | FEDEPE

admin@mujeresfedepe.com

Rugilė Trumpytė | Diversity Development Group

rugile@diversity.lt

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