



EU Platform of Diversity Charters Meeting
Event Report
15-16 June 2017
Paris

INDEX

Contents

Welcome Message.....	3
Working in groups - Hiring for diversity: the challenges the employers face to attract and retain talent	3
Updates from the Commission	6
Planning the Diversity Charters Annual Forum 2017	7
The EU Platform of Diversity Charters project' overview	7
Working in groups - Stereotypes and prejudice in diverse teams.....	9
Presentation of the Platform publication: "Diversity Management implementation and impact amongst Diversity Charter signatories in the European Union 2017"	11
Discussion on the EU Platform's future	12
Closing & conclusions	12
Participants	13
Annex I: Updates from the Diversity Charters.....	14

Welcome Message

Welcoming words by Massimo Serpieri, Deputy Head of Unit, Non-discrimination and Roma coordination, DG Justice & Consumers.

The meeting started with welcoming words from Massimo Serpieri, the Deputy Head of Unit of the Non-discrimination and Roma coordination Unit, who greeted the representatives of the Diversity Charters to the EU Platform Meeting, which took place in Paris.

He congratulated the participants for the continuous growth of the EU Platform and welcomed to the meeting the representative of the most recently launched Slovakian Charter, who joined the Platform in May 2017.

Finally, he introduced to the Charters Ms. Nadège Defrère, the new Team Leader of the Non-discrimination team, and reconfirmed the strong continuous commitment of the European Commission in support to diversity policies in Europe.

Working in groups - Hiring for diversity: the challenges the employers face to attract and retain talent

Working group exercise with an introductory case study presented by Ms. Dalia Turner, HR Director at Microsoft Portugal, Microsoft.

Microsoft Portugal was one of the first companies to join the Portuguese Diversity Charter when it was launched (March 2016). This is mainly due to three major reasons:

- Diversity is a topic of primary importance for Microsoft;
- Social inclusion is a very important issue in Portugal;
- The company really values the opportunity to share information and best practices with other companies.

In addition, diversity is one of [Microsoft's three cultural pillars](#), which are: 1) the need to work together, 2) the need to satisfy the customers' needs and 3) diversity and inclusion ("We don't just value differences, we seek them out. We invite them in. Microsoft is a place where employees can be who they are. We value diverse perspectives. And, as a result, we have better ideas, better products and happier customers").

Despite this formal engagement, when Ms. Turner joined the company more than 10 years ago, a strong under-representation of women in the management team was present. Now, also thanks to her job as HR Director, improvements have been made and the company managed to increase diversity in the top management.

"It is crucial to have a diverse leadership if you want to be credible when you talk about diversity!"

Although Microsoft actively seeks to foster greater levels of diversity in its workforce in the broader sense, the only aspect that the company can easily measure is **gender equality**. Ms. Turner managed to increase female representation up to 50% in the management team and up to 30% in the overall organisation, which for an IT company in Portugal is considered as a very good result.

In doing so, she had to face 2 main challenges:

1. **Convincing the other colleagues** that the women she was hiring were selected because of their qualifications and not only because of their gender.
2. **Being able to find women with a Master of Business Administration (MBA) or a background in STEM (science, technology, engineering, and mathematics).** As proved by some studies conducted in several European countries, girls start to lose interest in these subjects at around 10 years old. Microsoft would therefore be very interested in developing initiatives in schools to tackle this problem.

Nevertheless, the challenge is not only to hire more women, but also to keep them afterwards. Talent retention is an essential element for any company that wants to remain competitive. To achieve this goal, it is very important to make sure that all employees can work according to their individual possibilities and needs. This means that the company has to create a working environment in which everybody has the courage to speak up and truly be who they are.

This is very important especially when speaking about women, because they often do not feel comfortable in asking for a higher pay or even for essential services (like a well-functioning light in the mothers' room, for instance). In this concern, the Diversity Charters can play a very big role by focusing on how to build more self-confidence in female employees.

Another field in which Microsoft Portugal is very active is **unconscious bias**. As many other big multinational companies, Microsoft regularly organises training courses on this topic. The risk however, is that they remain only a "tick box" exercise, without a real impact on the day-to-day life in the work environment. To prevent this from happening, the group decided to invest in trainings sessions for the staff conducted by actors. The project, called "**Dialogue across differences**", foresees some different scenarios played out by actors to uncover the existing prejudices. This programme is also normally tailored to the country's specific needs, for example:

- In Spain, it focuses mostly on LGBTI issues;
- In Czech Republic, it deals mainly with cultural differences;
- In the Netherlands, it targets the issue of age discrimination, etc.

However, regardless of the topic, one thing that all these training courses have in common is that they try to encourage employees to be brave enough to call out bad behaviours related to diversity when they spot them. This is because the constant monitoring over discriminating behaviours cannot be and should not be only the job of the HR manager, but it should become a **shared responsibility throughout the company**.

Finally, another area in which Ms. Turner sees some space for improvement is the tendency to use **LinkedIn** to obtain more information about a candidate during the recruitment process. In her opinion, this practice is not a positive development as it can easily open the possibility of a discrimination based on the candidate's picture. Another practice that Microsoft tends to avoid is the so called "employee referral", an internal recruitment method employed by organizations to identify potential candidates from their existing employees' social networks. As a matter of fact, even though this technique can seem like an easy way to advertise a vacancy, unfortunately it is not the best strategy to find a diverse pool of candidates.

The conversation about different recruiting policies then continued in the second half of the workshop, where the Diversity Charter representatives were divided into two groups to discuss more in depth good practices from their signatories as well as their activities as a Charter in this field.

Guiding questions for the working groups:

1. What type of challenges your signatories face in attracting/retaining talented, skilled employees?

All participants agreed in saying that to retain talented employees, it is crucial to develop a good and **inclusive company culture**: financial incentives are often not enough to prevent employees to leave but if workers have good career perspectives within the company and feel accepted for who they are, they are more likely to stay.

Besides this common trait, the specific challenges faced by the Charters' signatories vary a lot depending on the local context:

- In Estonia, for instance, the main obstacle is represented by the very restrictive immigration laws which make it harder for companies to find good candidates to hire. This is because, at the moment, the country has virtually no unemployment and therefore would greatly benefit from an influx of recruits from third countries. However, this process can sometimes be hindered by the persistence of prejudices within Estonian society.
- The country's cultural environment seems to play an important role also in Poland, where LGBTI issues are still a taboo, and in Slovakia, where it is still widely accepted to consider household labor as mainly/exclusively a female's responsibility. This traditional vision of women's role into society has a strong negative impact on the percentage of women in STEM/IT and in top managerial jobs.
- The insufficient number of women in STEM is also a major concern in Italy, where the Italian Charter is actively working with companies and school to reverse this trend.

2. What kind of support can (if at all) Diversity Charters give to companies?

Signatories across Europe always seem to appreciate the exchange of good practices with other peers. However, to strengthen the Charters' impact, the idea of developing "Diversity Labels" was discussed.

Some countries, like for instance Estonia and Portugal, are currently in the process of developing such an instrument. In Estonia, for instance, signatories will be able to obtain a label only if they commit to work extensively **on two different grounds**: signing up to the Charter as a first step and then implementing a "Diversity Action Plan" designed ad-hoc by one of the Charter's consultants for the specific needs of the company. On the contrary, in Portugal the approach seems to be slightly different as the Charter is working on a label for individual diversity policies rather than for the whole company. Finally, another alternative approach emerged from France, where the diversity label is managed by a third organisation specialised in certifications, and where a gradual strategy has been adopted: companies receiving the label must progressively and constantly make new progress in terms of diversity if they want to keep their certification over time. This label, therefore, requires more efforts and, consequently, tends to target mainly big companies.

"One of the biggest added-value of the Diversity Charters is their network and the fact that they can mobilize international connections to offer best-practice examples".

However, these positive insights on the use of diversity labels were counterbalanced by the experience of other Charters that questioned their utility and scientific value/rigour. A more in depth analysis of the pros and cons of labels as a tool to foster the diversity agenda in companies seems therefore needed.

Finally, the suggestion of developing a Platform communication campaign targeting the general public, which could be used as a leverage to raise awareness towards policy-makers, was also thoroughly discussed.

Updates from the Commission

Presentation by Agnese Papadia (European Commission, DG HOME B1 - Legal Migration and Integration) followed by discussion.

Ms. Agnese Papadia from DG Migration and Home Affairs (HOME) presented the latest measures adopted by the European Commission to support the labour market integration of third country nationals.

Among them, there is an initiative called “[Employers together for Integration](#)” which was launched on 23 May 2017 at the European Business Summit 2017 by Commissioner Dimitris Avramopoulos (Migration, Home Affairs and Citizenship) and Commissioner Marianne Thyssen (Employment, Social Affairs, Skills and Labour Mobility).

This new project aims at **giving visibility to the engagement of individual employers** to support integration and encourage more to join. This means that interested employers can currently join the initiative by filling the form that is available on the website of the Directorate-General for Migration and Home Affairs [at this link](#).

By submitting their activities, employers commit to support the integration of refugees and other legal migrants, contributing to making Europe a place where a different origin or nationality does not impact or limit opportunities and participation. In return they will receive EU-wide visibility through the Commission’s communications channels and can also receive some suggestions for improvement, like for instance the invitation to join the Diversity Charters (if they are not already a signatory).

Furthermore, the European Commission has also recently launched a new instrument called “[EU Skills Profile Tool for Third Country Nationals](#)” to support the early identification of the skills of refugees, migrants and other third country nationals. This off- and online web editor will make it possible for non-EU nationals to present their skills, qualifications, and experiences in a way that is well understood by employers, education and training providers and organisations working with migrants across the whole European Union.

Finally, the European Commission is also planning other initiatives in this field:

- **Call for proposal under the Asylum, Migration and Integration Fund (AMIF)** to support organizations working with employers to support labour market integration of refugees. The European Social Fund (ESF) is the main funding instrument supporting labour market inclusion, including of migrants (especially for issues like vocational training programmes). However, the Asylum Migration and Integration Fund (AMIF) can also provide funding for preparatory measures to access the labour market. A call for proposal under AMIF will be launched in the second part of 2017 to support initiatives employers and social partners to promote the labour market integration of refugees and other migrants. The opening of this call is planning in early autumn (around October) and will most probably fund mid-sized project with a budget of 600 000 euros/each. Diversity Charters are warmly encouraged to apply.
- **Closer collaboration with the economic and social partners:** DG HOME is working on a possible partnership with Chambers of Commerce, trade unions, etc. to see how they can promote the integration of migrants among their members. This project should be launched in the next months.

At the end of this presentation, all participants agreed in saying that integration can only be effective if all relevant

actors play their role: EU institutions, national and local authorities and civil society organizations. Therefore, it is important to build a multi-stakeholder approach on this topic and create synergies between these new EU initiatives and the activities that the Diversity Charters are already implementing on this topic.

Planning the Diversity Charters Annual Forum 2017

Kelly Grossthal and Kari Kasper, Estonian Diversity Charter & Estonian Human Rights Centre.

The Diversity Charters Annual Forum 2017 will take place on 6-7 November 2017, in Tallinn (Estonia) in the framework of the Estonian Presidency of the Council of the EU.

Different specific themes have been proposed for the event, such as for instance:

- How the millennials and the Generation-Z will change the diversity agenda (because they have very different expectations from the past generations) and how diversity practitioners should adapt their own approach as a response.
- Decision-making in the field of diversity, especially about leadership's engagement.
- The role and involvement of the public sector in the diversity movement.
- The latest technologic developments and their impact on diversity and inclusion.
- The integration of third-country nationals in the EU labour market.

The aim of the organisers is to attract to the event around 200 participants. Every Diversity Charter will have three places for them and for their signatories. It would therefore be good to already start thinking about who every Diversity Charter would like to bring to the Forum both as an attendee and as a potential speaker. **The organizers are particularly interested in good/inspirational speakers from Central and Eastern Europe.**

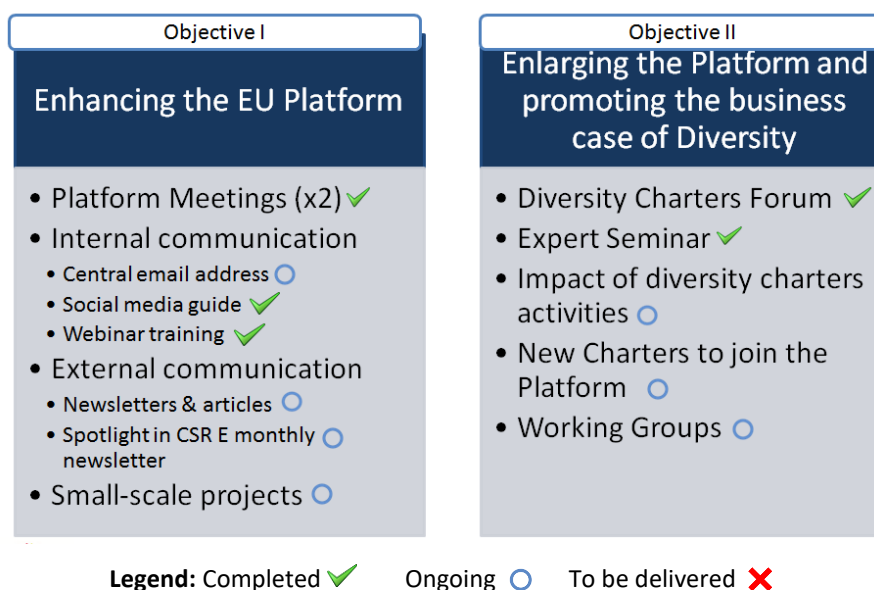
Finally, the organisers encouraged all Charters to provide their feedback on the suggested topics and to propose new potential ideas for the event (e.g. the organisation of a market place during the coffee breaks, etc.).

The EU Platform of Diversity Charters project' overview

Beatriz Alonso and Elisa Casazza, CSR Europe & Laure Hajjar, Les entreprises pour la Cité.

CSR Europe and Les entreprises pour la Cité updated the Charters on the latest activities and developments of the Diversity Platform.

- **Activities for contract year 2016-2017.**



An overview of the implemented activities for 2016-2017 was presented. Together with the preparation of a successful Platform Meeting last February, the main achievement of the last months was the organisation of a **Seminar on “The role of the public sector in diversity movement”** which took place on May 11th in Brussels at CSR Europe’s premises. The event, which brought together the representatives of the Diversity Charters, local authorities and companies, offered many concrete examples of how to create a stronger cooperation between these three actors to promote the diversity movement.

Looking ahead to the last weeks remaining under this contract (which will officially end on 2 July 2017), the following activities were highlighted:

- **The creation of working groups on specific topics:** as the Platform is growing, there is the need to work in sub-groups on pre-identified topics to have the space and time for peer-to-peer sharing. Two webinar sessions have therefore been organised on the following subjects: Communication with business (especially SMEs) and greater public (June 12th) and Challenges in labour market – Loss of qualified employees (June 19th).
- **EU Platform Newsletter:** the 6th issue of the Platform Newsletter will be published by the end of June to offer to the Charters an opportunity to showcase in front of a wider audience a specific event or activity they have performed in the last months.
- **Publication of a collection of best practices on the implementation of a small-scale project:** in the last 3 years, the European Commission has funded several small-scale actions in the framework of the EU Platform. These actions could be of two types: small-scale projects (collaborative projects between 2 or more Charters) or ad-hoc-requests (smaller project implemented by one Charter for a value of less than 1.500 EUR). Our aim now is to collect all the summaries of the implemented actions in a single document that can be used as a source of inspiration for future applications to this grant scheme.
- **Enlargement of the Platform and state of play.**

This year the Platform welcomed its 18th member: the Slovakian Diversity Charter, launched on 30 May 2017 by the Pontis Foundation, one of the largest grant-awarding foundations in Slovakia.

In addition, the work with emerging charters continues and four countries are already well advanced- Romania, Croatia, Slovenia and Lithuania. Initial interest for the launch of a Charter has also been showed beyond the EU borders by Switzerland, Turkey, Morocco, Senegal, Congo, Ivory Coast and Japan.

To support these countries in the creation of a Charter, an essential resource is the [“Practical guide to launch and implement a Diversity Charter”](#), which was published by the European Commission in 2015.

Friday 16th June

Working in groups - Stereotypes and prejudice in diverse teams

Working group exercise with an introductory presentation by Ms. Laure Hajjar, French Diversity Charter, Les entreprises pour la Cité.

The second day of the Platform Meeting opened with a presentation by Laure Hajjar of a publication on [stereotypes based on origins](#) published by Les entreprises pour la Cité in 2014.

The objective of this presentation was to give an overview of unconscious bias and stereotypes in the workplace. To do so, it is important to first define the terms: what is a stereotype? What is an unconscious bias? Stereotypes are beliefs, shared or not, on personal characteristics - generally personality traits, but it can also be about the behaviour of a certain group of people. Stereotypes are a sort of caricature. They universalize traits and put every member of a category of people in the same basket.

Stereotypes are not necessarily bad in themselves: they are a natural mechanism linked to how our brain works. We all use stereotypes to simplify our social world and reduce the amount of processing (i.e. thinking) we have to do when we meet a new person. As a matter of fact, by stereotyping we can infer that a person has a whole range of characteristics and abilities that we assume all members of that group have.

“Stereotypes slow down diversity because they create conformism!”

However, in a professional context, this becomes problematic as stereotypes are often a source of discrimination (e.g. “black people are lazy”). This is because stereotypes lead to social categorization, which is one of the reasons for prejudice attitudes (i.e. “them” vs “us” mentality) and exclusion.

Several psychological mechanisms play a role when it comes to reinforcing stereotypes:

- **Selective attention:** when I have a stereotype on some people, I will more easily remember things that confirm this belief.
- **The accentuation principle:** it is easier to see the individual differences in the group we belong in.
- **Choosing your entourage:** we get along better with people who have similar stereotypes and this reinforces the perception that these are true.
- **Self-realization:** we all meet at least once a person that illustrates perfectly the stereotype that we have on a certain category of people.

- **Pygmalion effect:** those who are subject to a stereotype unconsciously assimilate and appropriate the behaviours that confirm said stereotype.

⇒ **Stereotypes create conformism, self-censorship, loss of self-confidence and conflicts between different groups. This is why Diversity Charters should pay a great attention to this topic!**

“Our goal is not to eliminate the conscious or unconscious bias but to build the internal processes to allow companies to minimise their negative effects!”

Deconstructing stereotypes should also be a priority for all companies, regardless of their size and sector. To do so, it is important to foster quality direct contacts with people from different background, promoting cooperation among people who have stereotypes about each other. Role models are also extremely important: it is, therefore, crucial to have representatives of minorities at top level positions.

Main conclusions:

- The more diversified the teams are, the less negative the stereotypes will be, since employees will know first-hand that these stereotypes are not right.
- It is important to have managers that belong to minorities. This will help decrease the negative stereotypes against ethnoracial minorities.

The conversation on stereotypes and biases then continued in the breakout groups, during which the participants shared their experience and replied to the following guiding question:

- 1) **As a charter, do you think it is relevant to work on stereotypes and unconscious bias? Do you use unconscious biases in your tools and trainings on diversity? Do you think it is relevant if the Platform starts a work on that topic? Will it be useful for you?**

Many Charters - such as Ireland, Portugal, Estonia, etc. – declared to be actively working on bias and beliefs (even though with different methodologies than the one described by the French Charter) and expressed their interest in engaging more in common activities at Platform level to identify the best ways to tackle this topic.

In addition, the discussion identified two main instruments used by the majority of the Charters to fight against stereotypes at the workplace. These are: a) training courses and b) mentoring activities.

a) Training courses:

This first thing to bear in mind when it comes to trainings on unconscious bias is that they must be **practical**. Theoretical trainings at the workplace have proven to have a very limited impact or, even worse, have sometimes even reinforced employees’ stereotypes by simply having made them more aware of these beliefs.

A good way to make these trainings more effective is to bring in people who belong to targeted minorities, as the goal of these sessions is to challenge employees’ perceptions by proving them that their stereotypes are not legitimate. Nevertheless, it is always crucial to stress that this kind of training do not give the full picture of the whole minority; the person(s) with diverse background invited just represent ONE example of their own community.

Another way to overcome the cultural differences is the organisation of team-building sessions. Instead of simply giving a class about stereotypes, it is usually better to put the employees in a real situation where they can learn from each other differences and go beyond preconceived barriers.

⇒ The simple interaction between people belonging to different communities is not enough; it is the **positive contact** that really matters! Therefore, training course on stereotypes must always be well prepared in order to achieve this goal.

b) Mentoring activities:

Ms. Kelly Grossthal from the Estonian Charter shared a best practice from one of their signatories, the biggest department store in Estonia and their salespersons. The latter are very often older, which encouraged the company to hire younger people. Nevertheless, this led very quickly to a generational conflict because the older employees were excluding the youngest ones (who are usually more qualified, can speak more languages, etc.). It became thus difficult for the company to keep its young employees more than a couple of months.

⇒ This is why the company launched a mentoring programme: the older employee supervises a younger one and, if the young employee stays more than one year within the company, the older worker gets a bonus. This encourages older and younger employees to work together and develop a better relationship.

Finally, all participants agreed in saying that unconscious bias training and mentoring programs cannot be a stand-alone event but they must be included in a **broader diversity strategy**. Companies committing to the destruction of stereotypes is a major leverage: the more the company is committed, the more negative stereotypes decrease in the employees and, as a consequence, in the wider society.

To continue this very interesting discussion, an ad-hoc seminar on the deconstruction of stereotypes might be organised in the next months.

Presentation of the Platform publication: "Diversity Management implementation and impact amongst Diversity Charter signatories in the European Union 2017"

Presentation by Ms. Laure Hajjar, French Diversity Charter, Les entreprises pour la Cité.

In the second half of 2017 a new publication will be issued to measure the impact of Diversity Charters activities on business in Europe.

As part of this work, 1164 companies from 13 countries completed a survey between December 2016 and March 2017, whose results have then been collected and analysed using the same pattern of the 2014 publication "[Overview of diversity management – Implementation and impact amongst Diversity Charters signatories in the European union](#)". As it was the case for that research, a section describing the results for each country has then been written together with a general introduction to take stock of the general evolution between 2014 and 2017.

The specific objectives of this publication are:

- To provide an insight into the status quo of Diversity Management implementation among signatories as well as the impact of signature in the development of diversity policies and activities;

- To take stock of the evolution of implementation and impact since 2014;
- To show the expansion and growth of the EU Platform.

One of the main positive outcomes of this research is that 86% of respondents declared that signing the Diversity Charter had an impact on the development of their diversity policies. In addition, it is also possible to notice a growing maturity of diversity policies manifested by the strong diversification of actions undertaken by companies (e.g. including diversity in the corporate's culture, integrating diversity into internal and external communication, reviewing HR processes, implementing activities and trainings, etc.). However, some critical areas still exist especially concerning the economic business case of diversity.

The publication of the final report is planned to take place in the next months for the internal use of the members of the EU Platform.

Discussion on the EU Platform's future

The EU Platform Meeting also offered an opportunity for the Charters to reflect on the strategic direction and priority actions to be implemented at common level in the future. Further discussions on this topic will follow in the next months.

Closing & conclusions

Massimo Serpieri, Deputy Head of Unit, Non-discrimination and Roma coordination, DG Justice & Consumers.

Massimo thanked everyone for their participation and interesting discussions at the meeting. He stated once again the Commission's commitment to the diversity agenda and its strong support to the Charters' activities.

Participants

No.	First name	Surname	Organisation
1	Alejandra	Vazquez	Spanish Diversity Charter, Fundacion Diversidad
2	Anu	Ritz	European Commission
3	Beatriz	Alonso	CSR Europe
4	Catia	Fernandes	Luxembourgish Diversity Charter, IMS Luxembourg
5	Elisa	Casazza	CSR Europe
6	Ivana	Kullova	Slovakian Diversity Charter, Pontis Foundation
7	Joana	Alexandre	Portuguese Diversity Charter
8	Johnathan	Goffioul	CSR Europe
9	Kari	Kasper	Estonian Diversity Charter, Estonian Human Rights Centre
10	Katarina	Önell	Swedish Diversity Charter, Managing Diversity AB
11	Kelly	Grossthal	Estonian Diversity Charter
12	Kerstin	Tote	German Diversity Charter, Charta der Vielfalt
13	Kis	Anikó	Hungarian Diversity Charter, mtd Consulting Group
14	Laure	Hajjar	French Diversity Charter, Les entreprises pour la Cité
15	Leo	Euser	Dutch Diversity Charter
16	Maria	Hegarty	Irish Diversity Charter, Equality Strategies Ltd.
17	Márta	Szigeti Bonifert	Hungarian Diversity Charter, HBLF
18	Marzena	Strzelczak	Polish Diversity Charter, FOB
19	Massimo	Serpieri	European Commission
20	Patrizia	Giorgio	Italian Diversity Charter, Fondazione Sodalitas
21	Riikka	Leppänen	Finnish Diversity Charter, FIBS – Better business
22	Sara	Ramos	Portuguese Diversity Charter
23	Sylvie	Savignac	French Diversity Charter, Les entreprises pour la Cité
24	Nadège	Defrère	European Commission
25	Veronica	Nisco	Italian Diversity Charter, Fondazione Sodalitas



Diversity Charta Austria

1. Strategic updates

- At this time, we officially count 209 signatories and 3 to 4 interested companies. We plan to continue with our strategy to invite and involve our members to our existing events and projects.

2. Organizational updates

(e.g. new resources, new partners etc.)

- The Austrian Charta-Partnership between the Vienna Chamber of Commerce and the Austrian Chamber will be continued.

3. Activities & Events

- Within the framework of one of our projects named “Mentoring for Migrants” many of our Members participate as Mentors for high- graduated People, who want to set up a new professional existence in Austria. They also promote the program in those circles.
- One of our Charta members organized n Come together event within the EU-Project “Signs for Handshakes” for deaf young people and entrepreneurs to which we invited our Charta member companies

1. Strategic updates

Czech Diversity Charter had welcomed 6 new signatories since January 2017 and other companies are still contacting with interest of becoming a signatory. You can find all signatory companies on the website: <http://diverzita.cz/charta-diverzity/partneri/signatari/>

We are still collecting the data through our assessment - DISA (Diversity and Inclusion Strategic Assessment) from signatory companies about their strategy of diversity. We already prepared an evaluation for each company with short benchmark and we are working on diversity benchmark for the whole Czech Republic in July.

We didn't make any other strategic changes.

2. Organizational updates

(e.g. new resources, new partners etc.)

We are focused on expanding the cooperation with the companies and connecting their activities with our topics of diversity.

3. Activities & Events

In May, we organized the **Diversity Day**, where new companies signed the Diversity Charter. This was followed by a debate on the challenges and opportunities of diversity and it was focused on "Social bubbles in the workplace. How we could overcome them?". The event was attended by 50 participants, mainly HR and CSR managers. At this event, we also introduced a new **Czech Women on Boards Index 2017**, which has shown how the situation of women in leadership in the Czech Republic is changing.

For signatory companies, we have provided a **locked session of our diversity website** (www.diverzita.cz) where all information about diversity as the presentations from the meeting, surveys, good examples from Czech Republic and abroad are placed.

Also, the regular **diversity networking** continued, main topics were flexible workplace, age management, gender diversity.

Diversity Charter Denmark



1. Strategic updates

(e.g. acceptance of new members/ total number of signatories, new operational strategy etc.)

The consultancy company Genera has signed the national Danish charter.

In total, the national charter has 40+ signatories, and the local charter/platform in Odense, Aarhus and Copenhagen have 160+, 130+ and 650+ signatories, respectively. This makes the total number of signatories in Denmark 950+.

2. Organizational updates

(e.g. new resources, new partners etc.)

3. Activities & Events

(e.g. publications, exchange visits and other events)

The local charter/platform in Odense is starting up a new programme for companies that wish to focus on reaching specific goals within diversity. This could e.g. be the local police, trying to recruit more women into the police force, the local robo-tech companies establishing a diversity board in order to find out how to better retain foreign talent, and so on. 9 companies have decided to participate in the programme which runs from April-November 2017 and includes a study trip to Stockholm in October. The programme is supported by the national charter, which supports the individual companies in defining and reaching their targets and contributes with knowledge and inspiration related to diversity management.

The Association New Dane, which is the NGO that administers the national diversity charter, has published a guide that aims to help companies interested in establishing mentor programmes for refugees. The guide is published in English and funded by AmCham Denmark and the American Embassy in Denmark.

1. Strategic updates

(e.g. acceptance of new members/ total number of signatories, new operational strategy etc.)

Nine new members joined the Charter in April 2017; the total number of signatories is now 87.

2. Organizational updates

(e.g. new resources, new partners etc.)

The Charter continued to work on a national quality label which recognizes companies that promote equality. The label is elaborated in cooperation with the Estonian Ministry of Social Affairs and financed by the ministry.

3. Activities & Events

(e.g. publications, exchange visits and other events)

On May 19th, the third annual diversity day in Estonia was celebrated in many organizations all over the country. While different organizations celebrated Diversity Day by organizing events and raising awareness of their employees, clients or members, activities were also planned for the general public. As the main organizers of Diversity Day, Estonian Human Rights Center and Estonian Diversity Charter invited everyone to thematic photo booths in Tallinn and Tartu, which were open throughout the day and offered an opportunity to take a cheerful photo of oneself alone, with colleagues, friends, family or even pets. All the photos shared with #mitmekesisus (diversity) publicly on Facebook or Instagram this day participated in a prize draw. The prizes were put out by members of the Diversity Charter.

Diversity Day was concluded by a seminar on the topic of values. The event took place at the Tallinn Botanical Garden where professor Anu Realo (Tartu University/Warwick University) gave an overview of Estonians' values and their change over the past 25 years. Following the lecture, the Estonian Diversity Charter welcomed 7 new signatories. The new members include Estonian Labour Inspectorates, Prisma Peremarket, Kuldliiga MTÜ, beauty salon Beautiq, Mäluabi OÜ, Havi Logistics OÜ, and sports club Meduus.

1. Strategic updates

(e.g. acceptance of new members/ total number of signatories, new operational strategy etc.)

During 2017, the Finnish Diversity Charter has welcomed 11 new signatories, raising the total number of signatories up to 110. In the following months, we will continue to organize seminars, workshops and other events to help our signatories enhance their D&I work. We will engage in two partnerships projects in which we offer in-depth workshops for companies about diverse recruitment and inclusive leadership. We will work in cooperation with several CSOs to host roundtable discussions about disadvantaged groups in worklife and as customers (such as asylum seekers, migrant workers and indigenous people). In our annual seminar, we will focus on diversity and inclusion management as part of staff compensation systems.

2. Organizational updates

(e.g. new resources, new partners etc.)

We continue cooperation with our signatories and other relevant stakeholders. Our staff has remained the same and consists of Riikka Leppänen and Aulikki Sippola.

3. Activities & Events

(e.g. publications, exchange visits and other events)

- Diversity Profit Chain –seminar 14.2.2017
- [Added value from diversity & inclusion –video](#) published on 14.2.2017
- How to get started in D&I management –workshop on 11.4.
- Stereotypes and unconscious biases –workshop on 31.5.
- How to get started in D&I management –workshop on 11.9.
- In-depth workshop on people with disabilities as employees and customers on 21.9.
- Charter's annual seminar: How to integrate social responsibility into remuneration practices? on 4.10.
- What can recruitment firms do to enhance diversity & inclusion management? –discussion event on 11.10.
- How to utilize co-creation and Design for All in your business? –workshop on 11.10.
- In-depth workshop on immigrants as employees and customers on 16.11.

French Diversity Charter

1. Strategic updates

(e.g. acceptance of new members/ total number of signatories, new operational strategy etc.)

Partnership with “ANDRH” (National association for human resources directors): as part of a European congress on HR management and “European HR New Landscapes” organized by this association, Laure Hajjar has prepared an intervention on the topic of diversity and inclusion, and will also mention the work that has been done by the European platform on the upcoming publication.

2. Organizational updates

(e.g. new resources, new partners etc.)

In June 2017, the French Diversity charter counts 3,685 signatories across the country. In 2017 only, 61 companies and other structures made the move and signed the diversity charter.

3. Activities & Events

(e.g. publications, exchange visits and other events)

- March 2017: study visit in Paris with representing members of Czech and Polish diversity charters in order to talk about age diversity/age management.
For the occasion, several companies such as Nestlé, Siemens, Starbucks and Accor were also represented and had their own intervention during the visit. It was a great opportunity for participants to network but also to exchange on issues they face, solutions they have found, and share good practices in general.
- May 2017: the General Secretary Sylvie Savignac went to Milan for another small-scale project to discuss religion at the workplace with Italian companies at the occasion of a working group organised by the Italian Diversity Charter
- April-June 2017: we launched “Bilan Diversité”, an online survey that helps signatory companies measuring the actions they have been taking since signing the diversity charter. This study is now launched every 2 years, it is a 30-minute online survey that we send to either company directors or diversity representatives. The results will be analyzed through the summer, and a report will then be written. The results will be presented publicly on November 9th in Paris.

1. Strategic updates

- Allianz, Innogy and Volkswagen are new members in the association. Currently we have **24 company members** plus the Federal Government Commissioner for Migration, Refugees and Integration.
- 2.600 companies and institution** have signed the charter so far. They employ more than **9.2 million people**

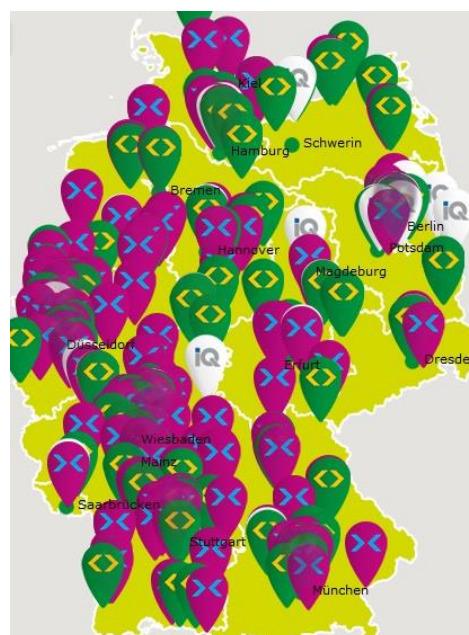


2. Organizational updates

- Charta der Vielfalt is still part of governmental program “**Network Integration through Qualification (IQ)**” with support of **Federal Ministry of Labour and Social Affairs**
main project: **Germany's Diversity Day** → increase visibility of diversity in Germany
- New project in the framework of the federal program 'Live Democracy!' will start mid of 2017 with support of **Federal Ministry of Family Affairs, Senior Citizens, Women and Youth**.

3. Activities & Events

- Five workshops** took place in cooperation with SRH University and ddn (demography-network) with topic diversity & digitalisation in five different cities.
- 30th of May **Germany's fifth diversity day** took place. We increased the number of activities and participants: More than 1,000 activities were run by around 400 companies and institutions all around Germany.



1. Strategic updates

MTD Consulting completed consulting activities for signatories and developed a basic development plan for diversity related activities.

2. Organizational updates

3. Activities & Events

- May 29th-June 2nd: First cross-company Diversity week.
Main theme: "Why is diversity good for the life of the company?"

1. Strategic updates

(e.g. acceptance of new members/ total number of signatories, new operational strategy etc.)

- Diversity Charter Ireland is identified in the *The Migrant Integration Strategy – a Blueprint for the Future* (p7). The strategy highlights that effective diversity management is essential because workplaces are key to the achievement of the vision of the Migrant Integration Strategy – “that integration is a core principle of Irish life and that Irish society and institutions work together to promote integration”.
- An inter-organisational steering group has been established to explore ways of improving and resourcing continued professional development opportunities for our members.
- Researched and drafted a proposal partnering with the Department of Justice and Equality in Ireland and two EU Charter members under the Action Grants to Support National and Transnational Projects of Non-Discrimination and Roma Integration.

2. Organizational updates

(e.g. new resources, new partners etc.)

- We now number 45 members in Diversity Charter Ireland (DCI).
- Work is currently underway to progress CPD pathways in equality and diversity for DCI members.
- This initiative is based on membership feedback following the International Diversity Forum in Dublin.
- Active recruitment of new members continues ahead of the next signing event planned for Autumn 2017.

3. Activities & Events

(e.g. publications, exchange visits and other events)

- We are currently developing a survey amongst members of the Diversity Charter in Ireland, this survey will focus on an in-depth exploration of members’ diversity training requirements.
- Gave presentation at the launch of the Institute of Technology Blanchardstown Diversity Charter, with the Minister of State for Equality, Immigration and Integration.
- Actively recruiting new members.

1. Strategic updates

(e.g. acceptance of new members/ total number of signatories, new operational strategy etc.)

In February 2016, Fondazione Sodalitas as Secretariat of the Italian Diversity Charter launched a survey on diversity practices in order to contribute to the European Platform questionnaire. In addition to the general questionnaire, 5 specific questions were addressed to signatories regarding the topic of cultural and religion diversity. These questions contributed to the preparation of the bilateral workshop co-organized by Fondazione Sodalitas and Charte de la Diversité that has taken place in Milan in May 2017.

2. Organizational updates

(e.g. new resources, new partners etc.)

During the seminar on “The Role of Public Sector in the Diversity Movement” organized by the EU Platform of Diversity Charters, the Italian Charter was able to invite and bring to Brussels a representative of the City Council of Milan. The City of Milan signed the Charter in 2015. As in 2016 new administrative elections took place, the seminar was a good opportunity to reinforce the collaboration with the new representatives.

3. Activities & Events

(e.g. publications, exchange visits and other events)

On the 9th of May, the workshop “Integration of the multicultural diversity in the company” was organized in Milan with the participation of the French Diversity Charter and with the support of the European Commission.

The workshop was open to the signatories of the Italian diversity charter, in particular HR and CSR Managers, and to a wider public audience. More than 40 professionals attended the workshop.

The objective of the workshop was to focus on multiculturalism and religion diversity: how it affects the labour market and possible practices to achieve a better integration in the company. 3 company practices were presented by Pirelli, Costa Crociere and Arka Services and the French Diversity Charter presented also its own experience in religion diversity at the workplace. Laura Zanfrini, Professor at the Catholic University of Milan presented the background framework regarding migrants’ integration in the Italian labour market and the NGO Soleterre provided some examples of practical issues encountered within a project of integration of migrants in the labour market.

Diversity Charter Lëtzebuerg

1. Strategic updates

- The Diversity Charter Lëtzebuerg welcomed **14 new signatories** on 21 March at the International School Luxembourg: CLAE (integration non-profit organization), Dentons Luxembourg (law firm), eBay Europe, G4S Security Solutions, House of Training, Imagine Sàrl, Lux Décor Peinture, LuxConnect, Page Group, RTL Group, StubHub Services, Swiss RE, ThyssenKrupp Ascenseurs and Vodafone.
- The total number of signatories amounts to **164** representing 16% of the national active workforce. 75% of the organizations are from the private sector, 12% from the public sector and 13% non-profit organizations.
- 11 organizations have seen their signature terminated as they did not comply with the commitments of the Diversity Charter.

2. Organizational updates

- We are currently waiting for a reply of the Ministry for Family and Integration regarding a follow-up project on the employment of third country nationals and notably refugees.
- A follow-up project of our project on disability “(Handi)Cap Emploi” will be submitted for financing to the European Social Fund.

3. Activities & Events

- March: The annual signing ceremony was preceded by a keynote speech on age diversity with a focus on millennials: “Keep it up with millennials: How to manage age diversity within the workplace”.
- April: The practical guide [“Migration vers l’emploi”](#) on the employment of third country nationals has been presented during a fish-bowl conference. 70 participants attended the event. Since then 400 practical guides have been distributed and the guide has been downloaded over 50 times.
- May: The third Diversity Day has been celebrated by organizations in Luxembourg. In 3 years, over 150 actions have taken place throughout the country. Even though the event is a fixed date in many corporate agendas, the organizations tend to communicate their actions less than the previous years.



- May: The Diversity Day was closed by the second edition of the [Diversity Awards](#), where the best practices in 4 different categories have been rewarded. The winners – out of 21 application forms and 11 nominees- are:
 - Recruitment, Welcome and Integration: **ASTI** with their “Connections” project (integration of applicants and beneficiaries of international protection within the workplace)
 - Career Management: **Youth4Work**, a coaching programme for young people
 - Environment and Wellbeing at Work: **ADEM** for their Call Center composed of exclusively people with disabilities
 - Communication and Values of the organization: **Sodexo** for their “Vis ma Vie” project which allows collaborators to switch positions for a day in order to break stereotypes linked to certain jobs.



The [videos](#) of the 11 nominated practices are available on the Diversity Charter Lëtzebuerg’s Youtube Channel.

- Upcoming events:
 - Closing event of the (Handi)Cap Emploi project with the presentation of a communication kit to raise awareness on disability among collaborators on 29th June.
 - Diversity Management training based on our practical guide in June and October.

Diversity At Work / Diversiteit In Bedrijf (Dutch)

1. Strategic updates

Signatories

Actual number of signatories: 81 private and public organisations, amongst them 9 branch or umbrella organisations. The Dutch Banking Association, representing 24 banks in the Netherlands, is the newest signatory. The recently bargained collective labour agreement, stipulates the signing of the diversity charter.

Upcoming:

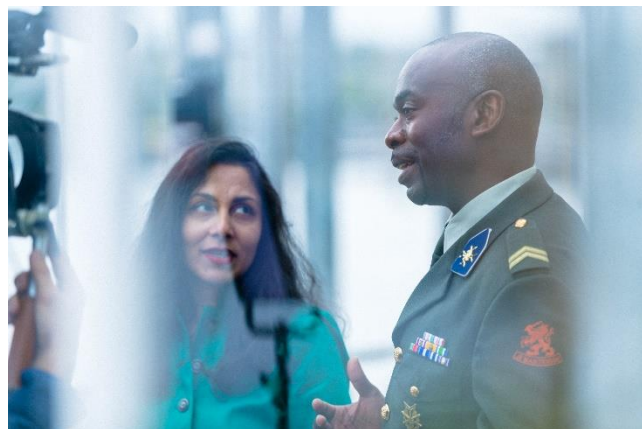
New signatories: 12. They will sign the Charter on a special event on 21st of June.

Total number of signatories becoming: 93

New project

- April: start of pilot-project 'Diversity in small and medium-sized enterprises (SMEs)' in two municipalities (Rotterdam and Eindhoven). Duration: one year.

2. Organisational updates



Employee Resource Groups (ERG) appear to be key in improving diversity and inclusion in the workplace. *Diversity at Work* listed a total of more than 150 ERG's of the signatories. The majority of ERG's consists of young and gender networks.

Diversity at Work made seven short internet films about ERG's to be watched on our YouTube channel: *Diversiteit in bedrijf*. A link to the English version:

<http://www.bing.com/videos/search?q=youtube+diversiteit+in+bedrijf&qpv=youtube+diversiteit+in+bedrijf&view=detail&mid=6D3B02CFC8486DB84DFF6D3B02CFC8486DB84DFF&FOR=VRDGAR>

- April-June, Internship on Communication & PR Strategy (report in preparation).

3. Activities & Events

Charter Meetings February-June 2017:

- 15 February, Amsterdam: Charter Event, theme 'Towards an inclusive corporate culture'

Hosted by de Melkweg and Federation Culture (signatory)

110 representatives of the signatories attended this meeting about inclusion of employees with different cultural and religious backgrounds.

- 11 May, Den Haag: Charter Event, theme: Age-diversity, 'The power of 50-plus'

Hosted by MN Services (signatory)

70 representatives of signatories attended this meeting about the benefits of older employees.

- 16 May, Amsterdam: Signing Session with the Dutch Banking Association (24 member organisations)

Upcoming:

- 21st of June, Utrecht: Signatory Event, theme: 'Diversity at the top'

Hosted bij Reclassering Nederland (national organisation for probation/rehabilitation)

- September (in preparation/not planned yet), Charter Event, theme: 'Measuring Diversity and Inclusion'

Publications February-June 2017:

- From Diversity to Inclusion. Knowledge document on ethnic, cultural and religious diversity (March 2017)

- The Power of 50-plus. Knowledge document on Age and Diversity (May 2017)

- The Power of 50-plus. Roadmap for employers promoting age-diversity (May 2017)

Communication and PR:

- Monthly digital newsletter about Diversity at Work.

- Our website: www.diversiteitinbedrijf.nl

- Social media:



@CharterDiv

[Followers: 438](#)



Diversiteit in bedrijf

Followers: 190

Polish Diversity Charter: Karta Różnorodności



1. Strategic updates

(e.g. acceptance of new members/ total number of signatories, new operational strategy etc.)

Year 2017 has been an anniversary year for Polish Diversity Charter (five year in Poland), so during the first part of the year some of our activities were focused on the history of the project. However, on a larger scale, Responsible Business Forum has decided to focus its activities within the Diversity Charter project on the topic of age management. Another important topic for us this year the idea of mentoring.

During the last 6 months, Polish Diversity Charter has accepted 28 new organizations and institutions interested in implementing the document. As for the end of May there are 179 signatories.

2. Organizational updates

(e.g. new resources, new partners etc.)

Since December Diversity Charter has gained new patronages. The project has a patronage of the Polish Ombudsman and two media patronages: one of the most popular daily newspapers in Poland - "Rzeczpospolita", and a respected weekly magazine "Polityka"

3. Activities & Events

(e.g. publications, exchange visits and other events)

- 5th Anniversary (February 14 – May 24) – weekly publishing of short videos about the history of Diversity Charter in Poland presented by people who took part in its implementation in Poland, and videos with representatives of signatories talking about diversity management and creating inclusive workplace in their organization.

All videos are available here: <http://odpowiedzialnybiznes.pl/karta-roznorodnosci/5-karty-roznorodnosci/>

- Meetings for signatories:
 - o March 9 – “How to implement diversity management in your organization” – introductory meeting for new signatories and organizations interested in signing the document. Around 40 participants.
 - o April 26 – “How to organize Diversity Day” – meeting for signatories with lectures, workshops and brainstorming about some new ideas for Diversity Day in organization.
Introduction to age management and mentoring.
Materials from the meeting: <http://odpowiedzialnybiznes.pl/karta-roznorodnosci/aktualnosci-karta/zorganizowac-dzien-roznorodnosci-spotkanie-sygnatariuszy-siedzibie-siemens/>
 - o May 24 – Polish Diversity Day “Workplace – meeting place for generations” – conference for around 170 people focused on age management. Recording available here: <https://www.facebook.com/ZarzadzanieRoznorodnoscia/videos/1337943102909554/>
Photos:

https://www.facebook.com/pg/ZarzadzanieRoznorodnoscia/photos/?tab=album&album_id=1343536775683520

- For the first time “Diversity” was one of the categories of Responsible Business Forum Award for “People who change the business”. It was granted for popularizing diversity to three people:
 - **Agnieszka Dejna - co-founder of the social cooperative, Browar Spółdzielczy (Brewery Cooperative), providing stable workplace for people with intellectual disabilities.**
 - **Blanka Rozbicka - she has been actively involved in RBS Rainbow Network projects in Poland - an employee network promoting the diversity and acceptance of LGBT people in the workplace.**
 - **Dorota Strosznajder – Diversity Ambassador in Henkel Poland. She has initiated and runs several projects, including a networking program supporting the personal development and leadership skills of women in managers positions, mentoring program among women and then mentoring for managers.**

Diversity Days in Municipality Offices in the City of Poznań and Słupsk. Events introducing diversity management to the local administration employees. In Słupsk also there was an open debate about inclusive and open for diversity local governments (available here) : <https://www.facebook.com/TrojmiastoWyborcza/videos/10154761999397547/>

Carta Portuguesa para a Diversidade

(Portuguese Diversity Charter)



1. Strategic updates

(e.g. acceptance of new members/ total number of signatories, new operational strategy etc.)

The PDC has received new signatories since December, and the total number at this point is of 136 organizations from all sectors and sizes.

Our priorities for 2017 are: 1) Awareness raising and training about Diversity and Inclusion, 2) Promotion and communication of the Charter and its principles and 3) Sharing of practices. An action plan was built and discussed at our annual plenary meeting, and all the activities aim to fulfill these priorities.

One of the main concerns has been the concentration of signatories in the Great Lisbon Area, and so a strategy of dissemination was implemented through the creation of the Charter Ambassadors, which are members of different organizations that can represent the Charter at their cities and surroundings, promoting the Charter and even creating delegations.

2. Organizational updates

(e.g. new resources, new partners etc.)

We have created a resource bank where any organization can deposit their resources (spaces for events, technical support, trainings and awareness raising sessions, etc.) with about 15 different resources available.

The Secretary of State for Citizenship and Equality has endorsed our Charter, and will support its activities with 10.000 eur.

3. Activities & Events

(e.g. publications, exchange visits and other events)

1. General plenary meeting (January 2017) with 50 organisations to discuss the Action Plan for 2017.
2. Our first reporting was held in March, using a form collaboratively created by one of the Charter working groups joining 10 organizations (60% responses).
3. LGBTIQ visibility at the work place: under the *small-scale actions* we had an exchange with the Czech Republic Charter, and held an event at the 9th may in Lisbon with about 50 people present and the sharing of practices of 5 organizations and of the Czech Republic Charter.
4. 1st Diversity Annual Forum: on the 22nd of may we held our 1st forum, attended by 200 people and about 100 different organizations / presence of 2 international speakers (article about it attached).

5. Launching of the applications for the Diversity award (Stamp) on the 22nd may. The stamp was collaboratively created within one of the Charter working groups joining 15 organizations from all sectors.
6. Creation of a self-diagnosis set of tools and developing 2 case studies to test it (available soon).
7. Several Charter promotion events in cities outside the great Lisbon Area (Tomar, Póvoa Lanhoso, Aveiro).
8. Articles are published every week at our website, about diversity and inclusion and all related events occurring in the country are published in our calendar (website).

1. Strategic updates

At Fundación Diversidad we have more than 800 signatories at the moment. We are seeking to broaden our presence in the region of the Basque Country. In order to advance on this matter, we have reached out to the Chamber of Commerce in Alava and made an ample presentation about the diversity charter. The objective of this meeting was to urge them to actively get involved seeing that we both have strong communalities and we both seek to address the needs of the business community. Having a strong relationship with the chamber of commerce in the different regions of Spain is key seeing its strategic role with businesses. More specifically in this region we see this operational strategy as a key to develop our presence given that we both seek to foster the sustainability of companies and therefore put the necessary tools to support business competitiveness.

2. Organizational updates

Fundacion Diversidad has created the Catalan Business Council in order to create a new channel of communication and external advice within the Catalan region. The main goal of this council is to function as an open space and to work with the objective of sharing, stimulating and promoting the management of diversity and equal opportunities in both public and private work environments.

The Catalan Business Council has several purposes such as; promoting the exchange of information and dissemination of specific experiences and materials and facilitating and promoting the networking relationship of all Diversity Charter partner organizations. The Catalan Business Council seeks to become a relevant instrument for the participation of companies from all sectors, which will undoubtedly contribute to learning firsthand the specific needs of the business community in the region and the particularities of each one of them in the field of diversity.

3. Activities & Events

We have celebrated two Signing Acts, on the 21st of March in Barcelona and on the 28th of March in Madrid. The theme of both Signing Acts was “building smart organizations” highlighting how the processes of selection need to be applied in a competency-based form and adopted by organizations. As a result, this method will contribute towards the need to build more inclusive work environments. It was argued how those companies that share the same diversity among their clientele, gives them a clear competitive advantage.

During the signing acts, we had the presence of various diversity experts speaking about; generational diversity management focusing on understanding the needs of the different generations and how it is possible to interact and collaborate with each other. Finally, we had a life coach speak about the value of workers, and how they are the most precious asset to a company. If companies are capable of fostering relationships with their employees, this will lead to the betterment of the culture of the company.

1. Strategic updates

- Strategy planning day with the board – DC Sweden 2017-2021

2. Organizational updates

- Annual meeting with all signatories appointing the new board
- A 3 day audit on our largest EU Project ReAD which was finished in 2015

3. Activities & Events

- A successful crowded Signatory Event 2017 hosted by our signatory Ledarna. Sweden's organisation for managers. Proud to have Ylva Johansson Ministry of Employment present.
- Implemented the DC Platform Survey and took the opportunity to learn about the needs of our signatories which is input to our event planning.
- 3 Friday Knowledge Events:
 - Lectia on "Diversity & Inclusion and the impact on Employee Engagement"
 - Swedish Agency for Economic and Regional Growth on "Equal regional growth and non-exclusive business funding"
 - Stockholm School of Economics on "Educational institution's responsibility to provide an inclusive environment and "deliver" future employees with an inclusive mind-set."
- Arranged a Morning Inspiration network meeting with 2 signatories; SJ, the Swedish Railway and Multimind. DC Sweden providing trends in society, SJ sharing their focus on diversity and inclusion in practice and Multimind their tips to develop more inclusive recruitment.
- Participated in the Diversity Charter Europe special seminar in Brussels, 'The role of the public sector in diversity movement: challenges and opportunities'. Our signatory The County Council of Stockholm was represented by Mr Evert Kroes who shared their story of regional growth through diversity and inclusion and how they as one of the largest employer of 45 000 employees has driven their own diversity work.
- Our Signatory and founder Scandic Hotels attended the EU Business Summit Meeting in May presenting their new creative quick validation program of migrants.