

Preliminary findings & report of the ongoing programme “Workplace Inclusion Champion”

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The regional partnership of the programme “Workplace Inclusion Champion”, funded by The Rights, Equality and Citizenship Programme (REC) of the European Commission, has published today its preliminary report.

The main aim of the report was to explore the needs of Charters’ signatory organisations in Croatia, Romania and Slovenia regarding training and mentorship programmes, already existing D&I trainings and their formats. It also explored how the changes caused by pandemic affected different vulnerable groups, the best ways of learning for a successful D&I training & learning programme, as well as valuable EU resources to be considered in the future training modules.

Between 16th of February and 1st of March 2021, the partnership sent out a common questionnaire to signatory organisations active in more than 16 industries. 96 organisations responded to the questionnaire. Key findings include:

- In the majority of signatory organisations, D&I is a stated value and/or priority area. 97,2% of Romanian, 96% of Slovenian and 87,9% of Croatian respondents are saying D&I is a stated value or priority.
- The primary objective of signatory organisations in the 3 countries analyzed is to attract and retain talent. While in Romania the second most important objective is to enhance external reputation, in Slovenia and Croatia “respond to diverse stakeholders expectations” comes on the second place. This indicates the key role that HR play in diversity management.
- Primary oversight and decision-making department for D&I initiatives lies with HR and/or D&I Office. The Board of Directors comes on second place. In Croatia, the CSR/Sustainability department has a role to play (15,2%) in contrast to Romania and Slovenia.
- Creating an inclusive environment for all employees is the main focus of D&I programmes in the 3 countries analyzed. While in Romania 1 out of 5 signatories and 1 out of 8 signatories in Croatia use a narrow approach to diversity, Slovenian signatories focus on a broader range on diversity dimensions.



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- During the pandemic most of the signatory organisations had continued to consciously focus on advancing diversity and fostering inclusion. This trend was stronger in Romania. Nevertheless, 1 out of 5 signatories in Romania, Slovenia and Croatia reported that progress on D&I has slowed down or D&I programmes were put on hold because of the pandemic.
- Most D&I training programmes focus on non-discrimination and regulatory compliance, overcoming unconscious biases and tackling a specific dimension of diversity. While in Romania and Croatia the training of leaders regarding different groups comes second and third in line respectively, in Slovenia this aspect is totally missing.
- Major objectives associated with D&I trainings programmes on an individual level are: educate employees about diversity, harness positive attitudes to diversity, help employees to overcome diversity barriers and promote an understanding of the effects of discrimination.
- 3 major objectives associated with D&I trainings programmes on a group level are: foster respect and tolerance of difference, promote teamwork through inclusive activities and improve access and support.
- 3 major objectives associated with D&I trainings programmes on organizational level are: promote a positive diversity climate, develop leadership engagement and develop organizational policies towards diversity.
- Hybrid online is the most preferred training method. While 1 out of 3 participants in Romania prefer a fully online training, in Slovenia and in Croatia this option comes third with only 4% and 10,8%.
- Support, mentoring and guidance during and after the training, sharing best practices and engaging activities and discussions with peers are top 3 ways of learning for a D&I Training/Learning programme

The Preliminary Report also includes valuable information about existing learning/training programmes developed by other Diversity Charters in Europe, as well as a series of EU and other related resources related to the D&I training modules which will be develop as part of this regional partnership.

The programme “**Workplace Inclusion Champion**” will be implemented in the next two years bringing together a wide range of stakeholders and expertise. The main achievement of the project consists of a **7-modular Diversity Charter Champion Training Programme** and a



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Regional Diversity Mentorship Scheme, a powerful learning and mentorship framework for the Charter' signatories in these countries, enabling them to address more practically and strategically the principles stated in the Charters.

The project will achieve multiple **learning outcomes**, including the development of signatories' knowledge, skills, and attitude, enhanced self-knowledge, enhanced organizational cultures, improved skills to work with different groups.

The programme is designed to enable signatory organisations to embed diversity on a more strategic level, taking a step forward from one-off initiatives. It will equip participants with the necessary tools, knowledge and skills to step away from improvisations and to approach D&I more strategically.

Slovenian Diversity Charter brings together 167 signatories. It was launched as the 20th European Diversity Charter on 14th November 2017. By establishment of the Diversity Charter new and international connections of partners from private and public sector was created, with mutual interest to improve policy and practice of sustainability of HRM, on the levels of individual employers and society as whole. More details on <https://www.raznolikost.eu>

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Romanian Diversity Charter brings together 137 signatories, covering cca. 190,000 employees from companies, public institutions and NGOs, who have publicly assumed the principles of the Charter, so that diversity, equal opportunities and social inclusion become values acknowledged and respected in Romania. More details on <https://www.cartadiversitatii.ro>

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Croatian Diversity Charter is an initiative that evolved on experience of successful model of other European countries and is based on group of principles which were signed voluntarily by signatory organizations. Initiator and manager of the initiative in Croatia is Croatian Business Council for Sustainable Development (HR BCSD) which so far gathered 90 signatories, mostly business organizations which, with participation in the initiative give positive contribution to promotion of diversity and inclusion policy and of culture of tolerance and acceptance. More about Croatian Diversity Charter on: <https://www.hrpsor.hr/povelja-o-raznolikosti/>

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