



European
Commission



European Diversity Month 2022

Let's build a more inclusive society together

#EUDiversityMonth
#UnionOfEquality



Helena Dalli

EU Commissioner for Equality

“Diversity management at the workplace must be one of the main human resources priorities for any employer in Europe. This is because when employees are valued for who they are, they are more committed to their job and fully employ their talents and creativity. I invite all companies and organisations in Europe, whether a signatory of a Diversity Charter or otherwise to join the European Commission in celebrating the EU Diversity Month in May 2022 by organising their own events to put the spotlight on the benefits of inclusive work environments.”

The European Diversity Month raises awareness of the importance of diversity and inclusion in our workplaces and in the society throughout the whole European Union. EU Diversity Month also celebrates efforts by organisations to help build equal and inclusive environments for the benefit of all. This initiative is part of the European Commission's commitment to fight discrimination and promote diverse and inclusive workplaces.

This year's theme is building bridges between organisations, NGOs, governmental institutions, other companies or civil society, as well as between different areas of inclusion and diversity policy.

How does the European Commission fight discrimination and promote diversity?

- › With legislation, strategies and action plans such as
 - › The EU anti-racism action plan 2020-2025
 - › The LGBTIQ Equality Strategy 2020-2025
 - › The Gender Equality Strategy
 - › The EU Roma strategic framework for equality, inclusion and participation
- › Working with EU Member States
- › Providing funding through the Citizens, Equality, Rights and Values work programme
- › Supporting voluntary initiatives like the Diversity Charters

26% increase

in global growth is up for grabs if we close the gender gap.

source: *How advancing women's equality can add \$12 trillion to global growth*



At least **one in five** millennials feel they are discriminated against all of the time or frequently because of an aspect of their background. Race and ethnicity are most commonly cited causes.

source: *The Deloitte Global 2021 Millennial and Gen Z Survey*

↑ 19%

in **innovation revenue** for companies with **more diverse management teams**

source: *Boston Consulting Group survey*

European Platform of Diversity Charters

In 2010, the European Commission launched the EU Platform of Diversity Charters to support companies, public institutions and nonprofit organisations in putting inclusion and diversity at the core of their activities.

By signing Diversity Charters and participating in their activities, members commit to create and maintain an inclusive work environment for their employees, regardless of gender, ethnic background, religion, age, disability and sexual orientation.

→ **26** national Diversity Charters across the EU

→ **Almost 14,400** signatories (companies, public institutions, NGOs, universities, unions)

→ **Over 17 million** employees represented

TESTIMONIES



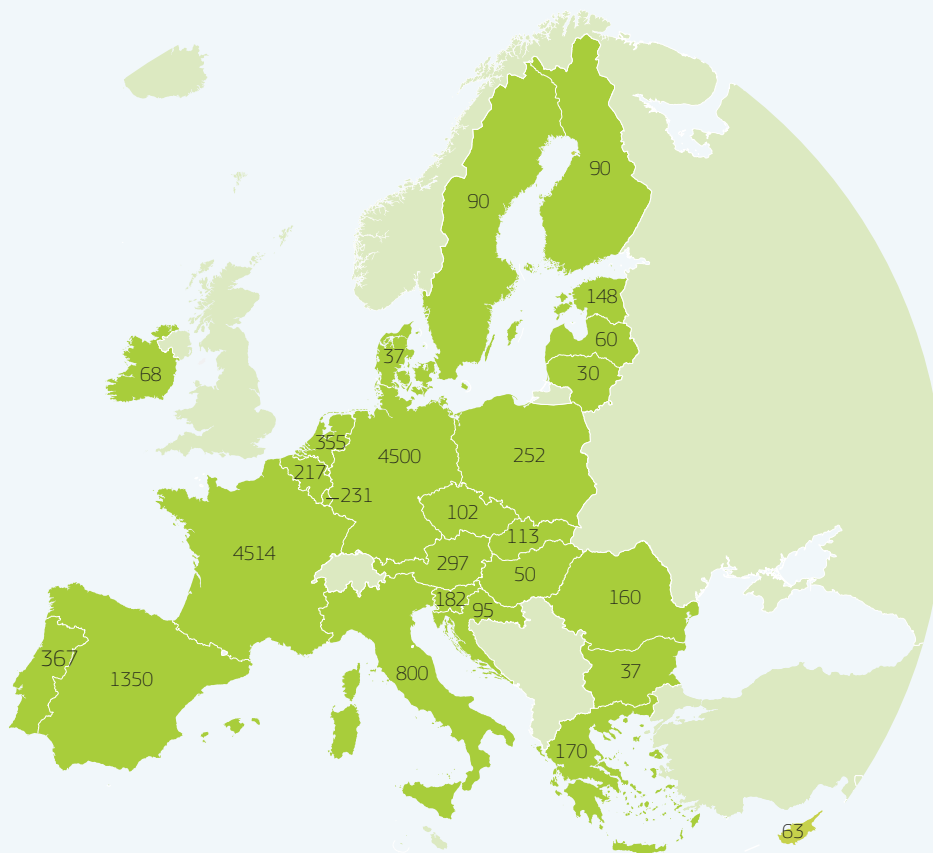
Mariana Sundin
Chief HR Officer,
Zoundindustries, SWEDEN

“Our objective by joining the Diversity Charter is to share and join insightful discussions with other companies that, like Zound, want to enhance the focus on diversity and inclusion, with the ambition to create and shape a workplace where no one should feel excluded or disregarded. Getting fresh perspectives and learning about the contemporary pulse of other companies and organisations will allow us to grow together and help each other towards the path of inclusion and diversity.”



Anna Kowalik-Mizgalska
Director of CSR, Orange Polska, POLAND

“The Diversity Charter is our commitment and mobilization to real actions - including diversity matters in our CSR strategy, creating the Diversity Management Policy and many other activities that translate into measurable results and make us a company for which diversity is a value and we want also to promote it among others.”



Demetris Hadjisofocli
CEO/Managing Director,
Center for Social Innovation Ltd., CYPRUS

“Diversity for us means each unique personal narrative that exudes experiences and encourages knowledge to be treated with respect. We empower and promote diversity with the creation of a humane workplace, in which we embrace ideas and people, because they enrich and strengthen our corporate DNA.”

INTERESTED IN FINDING OUT MORE
ABOUT DIVERSITY CHARTERS?

[eudiversity2022.eu/european-diversity-month-2022/
eu-platform-of-diversity-charters/](https://eudiversity2022.eu/european-diversity-month-2022/eu-platform-of-diversity-charters/)
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