

What is meant by diversity and Diversity Management in the workplace in the context of the DiManT Project

Diversity in the Workplace

Diversity refers to the differences between individuals. People differ on all kinds of aspects, both visible and non-visible.

Examples of differences are gender, age, sexual preferences, skills, tenure, learning styles etc. We find these differences in every workplace, though not all differences are always recognised or seen as relevant.

Diversity Management in the Workplace

A Definition

Diversity Management is a comprehensive managerial process for developing an environment that works for all employees.

It encourages managers to enable, empower and influence employees to reach their full potential. It ensures that organisational systems, policies and practices do not benefit one group more than another. The idea of inclusiveness is central to Diversity Management and it addresses workplace behaviours and understanding differences while focusing on an organisation's culture and climate.

Managing diversity in the workplace enables organisations to better serve their customers and clients because it gains a better understanding of their needs.

Products of DiManT

- Website on Diversity Management in the Workplace - www.diversityatwork.net
- Training Course on Diversity Management in the Workplace
- Training Supports on Diversity Management in the Workplace

DiManT Objectives

DiManT is directly concerned with providing an integrated support package to enterprises, in order to enable them to integrate and manage a range of diverse groups into the workforce.

DiManT's target group is made up of employers, trainers, Human Resource professionals, worker representatives and trade unions.

DiManT's tools are concerned with developing awareness, training procedures, policies and practices that will help integrate into the labour force, for example, people with disabilities, women returnees and ethnic groups.

Specific aims of the DiManT project are:

- To identify existing tools for developing and implementing diversity policy in the workplace
- To generate requirements on the needs for enhancing tools in this area
- To field test the Diversity Management toolset
- To disseminate the toolset into policy, training and practice
- To develop an on-line version of the training course and toolkit and a European Website for Diversity Management www.diversityatwork.net

A critical success factor that fundamentally underpins the approach being adopted by DiManT is the involvement of the social partners in the design and development of DiManT's products. In each partner-country four national stakeholder groups have been established with the view of advising the project and reviewing the DiManT toolset throughout the lifetime of the project.

Duration of Project

1st October 2003 - 30th September 2005

Current Diversity Management issues in the workplace

Source: stakeholders interviews - Ireland, Poland, The Netherlands and Greece.

Sample of main diversity issues

- How to become aware of possible hidden discrimination and stereotypes
- How to provide work options and flexibility that meet the needs of diverse employees, while achieving results and business goals.
- How to create possibilities for flexible, part-time work and teleworking, especially for senior positions.
- How to increase number of women leaders, stimulate their development and support them - without silo'ing them or isolating them as a group with 'special needs'.
- Integrating diversity to the business goals of organisations.
- How to make Diversity Management business as usual and part of the culture - not in any way exceptional or different.
- Mainstreaming: how to make diversity a part of the 'normal' process in an organisation.
- How to move away from target groups and towards diversity.
Benchmarking: Can diversity be included as part of quality standards?
- Increasing awareness of diversity and driving commitment in small and medium enterprises.
- Racial and cultural diversity is increasing fast in Ireland - how can that be facilitated best?
- Disability - important not to increase discrimination by ghettoising and isolating one group of employees' needs in the organisation - integration is crucial.

Project Participants



Applicant

Work Research Centre, **Ireland**

Partners



EWORX S.A. (**Greece**)



REHAB Group (**Ireland**)

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DiManT

Diversity Management
Tools in the Workplace



Leonardo da Vinci

Education and Culture

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