

Who we are

DiManT is a European funded Leonardo da Vinci project looking at providing skills to:

- **Human Resource Managers**
- **Trade Union Officers**
- **Equality officers, and**
- **Worker Representatives**

to manage the challenges of a diverse workforce.

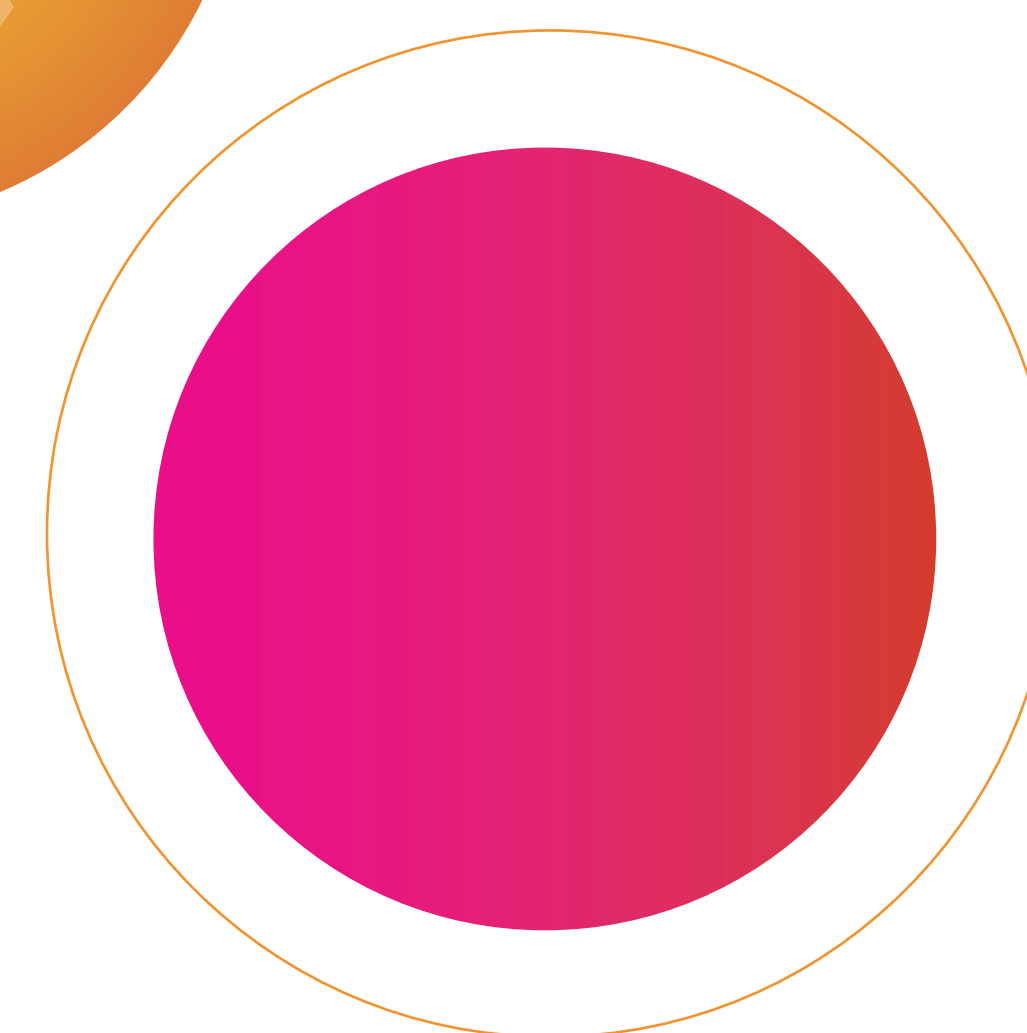
DiManT Partners:

- Work Research Centre, Ireland
- National College of Ireland
- Rehab Group, Ireland
- Nofer Institute, Poland
- TNO, The Netherlands
- EWorx, Greece

What we offer

- Internet Portal on diversity management in the workplace www.diversityatwork.net
- Training courses on diversity management
 - Traditional, and
 - On-line courses
- Training supports
- Policy documents

Diversity Management in the Workplace (DiManT)



What is Diversity in the Workplace?

Diversity refers to the differences between individuals. People differ in 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.

What is Diversity Management in the Workplace?

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. It addresses workplace behaviours and understanding differences and focuses on an organisation's culture and climate. Managing diversity in the workplace enables organisations to better serve its customers and clients because it has gleaned a better understanding of their needs.

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