

# DiManT - Diversity Management Tools in the Workplace

## An Overview

diversity@work



### What DiManT is aiming to achieve

The DiManT initiative aims to encourage enterprises and organisations to develop proactive approaches to diversity, in order to achieve the advantages of having a diverse workforce. It is directly concerned with providing an integrated support package to enable you to integrate and manage a range of diverse groups into your workforce.

### How can DiManT help you?

Integrating diversity within an organisation is not just about having diversity policies, processes, goals and objectives in place; it is about changing the way in which an organisation works.

**DiManT** will provide you with the tools and skills to raise awareness and gain support within your organisation to help you embrace diversity and reap its benefits. Managing diversity in the workplace will enable your organisation to better serve your customers and clients. It will ensure you are providing an environment that works for all employees.

[www.diversityatwork.net](http://www.diversityatwork.net)

### The DiManT Initiative

The DiManT initiative addresses the important issue of workplace diversity and how to manage it effectively. It targets all people interested in integrating diverse groups into the workplace.

Co-funded by the Leonardo da Vinci programme (October 2003 - September 2005), this initiative provides information, training and an integrated toolkit on diversity issues that will enable the effective integration of workers into the workplace.

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

**Embrace  
Diversity**

# diversity@work

## DiManT products available to you

- **Diversity e-Learning Training** provides you with an introductory understanding of the key issues involved in managing diversity in the workplace.
- **Diversity Management Toolkit** provides you with the tools you need to design and implement diversity management policies in your workplace.
- **Diversity Face to Face Training** is an in-depth course aimed at employees with responsibility for, people management and the development and implementation of policy and practice.
- **Diversity Website** [www.diversityatwork.net](http://www.diversityatwork.net) provides you with information on a wide range of diversity policies and practices at both the European and National Level. It also serves as the gateway to the Diversity e-Learning Training and Diversity Management Toolkit.

## Who is DiManT aimed at?

All people who are interested in integrating diverse groups into the workplace and transforming the way in which an organisation works, including:

- Business Leaders
- Diversity Practitioners
- Human Resource Managers
- Equality Officers
- Worker Representatives
- Trade Union Officers

## More information

Project Participants	
	<b>Applicant</b> Work Research Centre, Ireland
Partners	
	EWORX S.A. <a href="http://www.eworx.gr">www.eworx.gr</a> (Greece)
	REHAB Group <a href="http://www.rehab.ie">www.rehab.ie</a> (Ireland)
	Nofer Institute of Occupational Medicine <a href="http://www.imp.lodz.pl">www.imp.lodz.pl</a> (Poland)
	TNO Work and Employment <a href="http://www.tno.nl">www.tno.nl</a> (The Netherlands)
	National College of Ireland <a href="http://www.ncirl.ie">www.ncirl.ie</a> (Ireland)

## Contact

Dr Richard Wynne  
Work Research Centre, Ireland  
Tel.: +353- 1-492-7042  
Email: [r.wynne@wrc-research.ie](mailto:r.wynne@wrc-research.ie)

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