

DiManT - Diversity Management Tools in the Workplace

The DiManT Toolkit



What is the DiManT Toolkit?

The DiManT Toolkit is a set of guidelines, information supports and examples to help the implementation of diversity management programmes in enterprises. It helps you:

- Identify problems and opportunities for diversity management
- Set up a viable approach to diversity management
- Design and implement your own diversity management programme
- Evaluate and consolidate the diversity management programme

The Toolkit provides a step-by-step approach to ensure good diversity management practice in your workplace.

How can the Toolkit help you?

If you are involved in designing and implementing a diversity management programme, the Toolkit will help you by:

- Specifying the steps and the activities you should take to ensure best practice
- Providing tools to support the process of design and implementation
- Ensuring the involvement of all relevant stakeholders
- Enabling you to effectively market the diversity management programme

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

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.

We aim to encourage organisations to develop proactive approaches to diversity, in order to achieve the advantages of having a diverse workforce. This approach also benefits the employees by ensuring that they are fully integrated into the workplace and their talents are fully recognised and used.

**Embrace
Diversity**

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Tool 1: Stakeholder Identification Checklist

Name:	Stakeholder Identification Checklist
Function:	To support the identification of all relevant people within the organisation who need to be involved in Diversity Management programme design and implementation.
Description:	This tool consists of a listing of relevant stakeholders who may be or ought to be involved in the design and implementation of DM programmes. In addition, it provides a rationale for the involvement of these stakeholders.
Source:	Work Research Centre, DiManT project.
Languages:	English
Previous Usage:	Previously used in relation to project management methodology for implementing workplace health promotion and other workplace health initiatives.
References:	-
Target Audience:	Diversity Management programme designers and implementors, project managers, HR personnel.
Keywords:	Organisational stakeholders, marketing diversity management.
 (130 Kb)	Download File

Who is the Toolkit aimed at?

The Toolkit is designed for use by any person who is involved in integrating diverse groups into the workplace, including:

- Strategic management personnel
- HRM personnel
- Labour representatives
- Representatives of minority groups
- Business leaders
- Equality officers

Highlights of the Toolkit

- Step by step approach to diversity management
- Tailored diversity management programmes
- Tools to support the implementation process
- Inclusive and effective project management based approach
- Suitable for all stakeholders

More information

Project Participants



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