

European Diversity Month 2020

Background:

There are now **24 Diversity Charter initiatives across Europe**, which come together four times a year at the invitation of the European Commission for an exchange of views in Brussels and European capitals. The mission of all Charter initiatives to promote diversity in the world of work is comparable, but the organizational structures are different. With almost 3500 signatories, the German Diversity Charter Charta der Vielfalt is one of the largest initiatives.

European Diversity Month 2020

One very important topic of the past meetings of the **EU Platform of Diversity Charters** has been a joint project to promote diversity in the working world across Europe. The result is the **EU Diversity Month 2020**, which is scheduled to take place for the first time in May 2020. The EU Diversity Month does not replace the national diversity days, such as the well-established German Diversity Day with its approximately 2,500 activities last year. But all national diversity days together form the European Diversity Month.

Irena Moozova, Director for Equality and Union Citizenship of the Directorate-General for Justice and Consumers of the European Commission made the following statement to all signatories of the European initiatives for European Diversity Month:

Diversity and inclusion is part of your organisation values and strategies and you have confirmed it also by signing the Charter der Vielfalt. Through the EU Platform of Diversity Charters, where the German Diversity Charter is a member of, you are part of an European wide network of employers, who has understood the importance of inclusive work environments for the increased job satisfaction, employee well-being, but also for recruiting and retaining talent and achieving an edge over competition.

The EU Platform of Diversity Charters together with its members is organising a first ever European Diversity Month in May 2020 – under #EUDiversitymonth. This is a month to celebrate and promote diversity at the workplace, to raise awareness on benefits of diversity and inclusion and to show all the great work you are doing in your organisations by valuing the uniqueness of your employees. We call all organisations to participate with an in-house or a public activity during your national Charter's Diversity Day/Week or during the Diversity Month in May 2020.

The launch event in Brussels on April 29th

The launch event of the European Diversity Month 2020 with the Commissioner for Equal Opportunities Policy Helena Dalli - she has taken over the patronage - will take place on April 29 in the premises of the European Commission. Of course the date is depending on the current developments.

Practical information for participants from Germany

All participants of the German Diversity Day are invited to register as usual with their activity on the website of the Charta der Vielfalt (<https://www.charta-der-vielfalt.de/diversity-tag/hier-koennen-sie-ihre-aktion-anmelden/>). This first step is necessary for you to have access to materials such as our give-aways. When the registration is complete and you will receive an automatic email with information about registration on the website of the EU Commission (<https://ec.europa.eu/eusurvey/runner/EUDiversityMonth2020>). This is possible in German and with the same texts you used for registering on the website of the Charta der Vielfalt. The Commission is currently working on a visual tool that shows all activities across Europe. Please use the following hashtags: #DDT20 # FlaggefürVielfalt #EUDiversitymonth

Practical information for participants from an EU country

First visit the page of the national Diversity Charter Initiative in the EU country where you want to carry out your activity. You can find an overview on the website of the EU Commission: https://ec.europa.eu/info/policies/justice-and-fundamental-rights/combating-discrimination/tackling-discrimination/diversity-management/diversity-charters-eu-country_en. Check there when the initiative will hold its diversity day or month and whether there is a system for registration. If so, register there. If not, register directly on the website of the EU Commission: <https://ec.europa.eu/eusurvey/runner/EUDiversityMonth2020>. Please use the hashtag of the national Diversity Day and #flagfordiversity #EUDiversitymonth