

Embrace Diversity in the Workplace



EMBRACIVE
Embracing Diversity and Fostering
Inclusion in the workplace

3rd Embractive Newsletter

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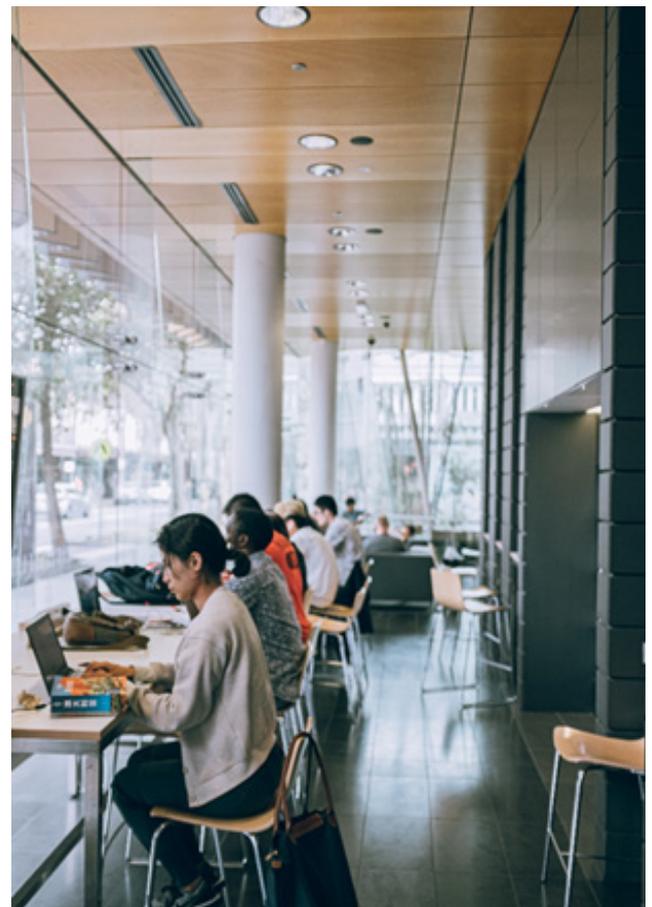


EMBRACIVE EDUCATION

COMPETITION OF TRAINING WORKSHOPS FOR DIVERSITY MANAGEMENT

The training workshops on MANAGEMENT OF DIVERSITY IN THE BUSINESS ENVIRONMENT in Greece and Cyprus, implemented by IBEPE-SEV and CSI, respectively, were successfully completed.

The trainings were attended by business executives, and they had the opportunity to understand the basic concepts around Diversity, to realize the benefits of Diversity and Inclusion, but also to reflect on issues of stereotypes, beliefs, and discrimination in general.



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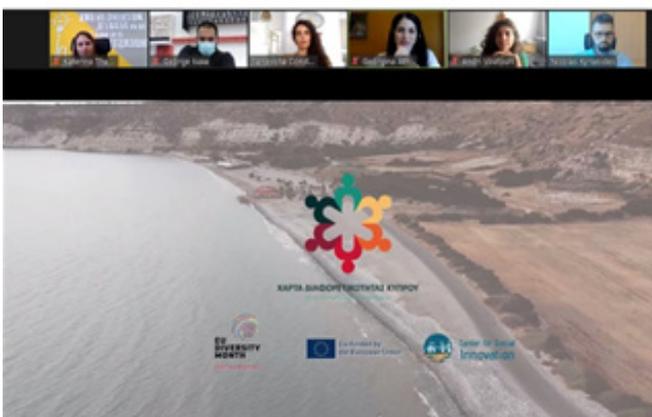
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EMBRACIVE GREECE & CYPRUS

THE DIVERSITY CHARTER GREECE CONNECTING PEOPLE

More and more companies, both in Greece and in Cyprus, are committed to the principles of the Diversity Charter. Fortunately, the good news spreads quickly...

Businesses and organizations every day respond enthusiastically to our call, and declare their presence in Diversity and Integration... With fresh and creative ideas, they design and implement original actions.



Cypriot and Greek organisations and businesses sign the Charter during a diversity event physically or digitally.

The messages “We are all equal even though we are different”, “Diversity connect us”, “Diversity is our strength”, are now heard by more and more people in the business world and we are getting closer to our goal...

To become a reference for Diversity and Inclusion, driven by these values to unite more and more every day, every moment and more!



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EMBRACIVE GREECE & CYPRUS



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3rd

Diversity in Business conference 2021

**DIVERSITY
CHARTER**
GREECE



Tuesday 21st September
• **Zappeion Megaron & Live Online** •

Values of acceptance of diversity and equal opportunities policies are high on the business agenda, both internationally and domestically. The coexistence of workers with different genetic or acquired characteristics within organisms is recognized as an asset and is utilized to the fullest. During the 3rd Diversity in Business Conference, Greek institutional representatives, organizations active in the pillars of diversity and high-ranking business executives, through speeches and discussion panels, will highlight issues concerning our country.

The 3rd Diversity in Business Conference will be held on Tuesday 21st September 2021 in Zappeion Megaron & Live Online and will comment on and analyze issues related to the following pillars of diversity:

- SEX
- AGE
- RACE / COLOR
- DISABILITY / CHRONIC DISEASE
- NATIONAL / ETHNIC ORIGIN
- SEXUAL ORIENTATION



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EMBRACIVE GREECE & CYPRUS

OPEN INVITATION FROM IBEPE - SEV & CSI

IBEPE-SEV and CSI as responsible for the implementation of the action “Evaluation of the basic corporate policies and procedures for the management of diversity in selected companies” carried out in the framework of the European program “EMBRACIVE: Embracing Diversity and Fostering Inclusion in the Workplace”

INVITE

Businesses regardless of size or sector of economic activity operating in Greece and Cyprus to participate in a free evaluation workshop of their basic corporate policies for diversity management. The action is addressed to 10-15 companies, which are interested in introducing or developing their diversity management policies and procedures and will be implemented in the period September - November 2021. For the implementation of the action will be carried out:

- Office research and collection of information from business websites and the internet in general to capture relevant information that is ‘open and accessible to any interested third party, non-business executive.
- interviews mainly with representatives of the Human Resources departments and/or executives and employees of the selected companies.
- working meetings with representatives of companies responsible for managing diversity.

Each participating company will receive a summary report with the reflection of the current situation, the strengths and weaknesses as well as proposed actions for the development of diversity. In case of increased interest that exceeds the number of companies that the action can serve, then companies that have already participated in the relevant EMBRACIVE training workshops will be preferred after evaluating their diversity management as described in the application. -expressions of interest.

For the expression of interest, please fill in the application form by selecting the following link:

APPLICATIONS FOR PARTICIPATION:

Greece: <https://forms.gle/LFcd8iCV5JKFhhaj6>

Cyprus: <https://forms.gle/RTfcGbHEwPAiQt6j9>



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EMBRACIVE EUROPE

65% OF THE EXECUTIVE OFFICERS ARE CONCERNED THAT THEY USE THE WRONG LANGUAGE



According to the study “Can I say That?” of Involve, with a sample of 500 top executives in the UK, many leaders feel uncomfortable discussing diversity issues as they worry about not using the wrong or inappropriate phraseology. 65% of respondents admit to being anxious about using the wrong language when discussing race issues at work, while 56% said they do not feel comfortable using terms such as “black”, “Asian” and “ethnic minority”. The research also recorded embarrassment in the use of descriptive adjectives, except for “White” when it comes to people in the workplace. Thus, only 27% of participants noted that they felt comfortable using the word “black” as a descriptive adjective in the workplace, with 24% finding the term “Asian” or “mixed-race” inappropriate. On the contrary, 69% stated that they feel comfortable with the term “White”. Finally, according to the study, 59% of people indicated that they have witnessed one or more incidents of racism in their work environment in the last three years, while 83% indicate that they are trained to understand the most appropriate vocabulary for discussions about race or involving different nationalities.



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EMBRACIVE QUOTE

“Our ability to reach unity in diversity will be the beauty and the test of our civilization.”
Mahatma Gandhi



EMBRACIVE WORLD

Only half of UK workers are certain their employer is LGBT-inclusive

To coincide with the PinkNews Trans Summit, YouGov and PinkNews questioned over 2,141 adults across the UK on their work lives. Of these, 744 non-LGBT+ employees shared how comfortable they would be if a queer colleague was talking about their sexuality or gender identity at work. The survey found that half (50 per cent) of these respondents would feel “very comfortable”, while 30 per cent said they would be “fairly comfortable” in such a scenario. Nine per cent of adults surveyed said they would be “fairly uncomfortable” if an LGBT+ co-worker was discussing their identity at work. Only five per cent said they would be “very uncomfortable” in such circumstances. The YouGov and PinkNews polling also quizzed workers on whether their employer had LGBT-inclusive policies. Of the 1014 who responded to the question, just over half (52 per cent) were confident that they did. A third (33 per cent) admitted they did not know if their workplace had such policies. Six per cent said their workplace did not have LGBT-inclusive policies, while nine per cent said the question did not apply to them. Of a sample of 130 LGBT+ workers, only 50 per cent were open about their sexual orientation or gender identity to all their work colleagues. Nearly a quarter (23 per cent) said they were open about their sexual orientation or gender identity, but only to certain colleagues. A similar



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