

# What is diversity?

**Diversity** – the range of differences and variations that exist among people, cultures, and groups – is an important concept in many fields, including education, business, politics, and social justice. It recognizes and values the unique perspectives, experiences, and backgrounds that individuals bring to a group or society. Embracing diversity can lead to greater creativity, innovation, and problem-solving, as well as more inclusive and equitable outcomes for all.

Having a diverse workforce can bring many benefits to a company, including increased innovation, creativity, and problem-solving abilities. It can also lead to a more inclusive and welcoming workplace culture, where all employees feel valued and respected for their unique perspectives and contributions.

However, it is important to note that simply having a diverse workforce is not enough. Companies must also foster an inclusive environment where all employees feel comfortable and supported, and where diversity is celebrated and leveraged to its fullest potential. This includes implementing policies and practices that promote equity and inclusion, such as diversity training, flexible work arrangements, and mentorship programs.



## DIVERSITe

# About the project

The migration of workers within Europe and from further afield for a wide range of reasons such as the growth and acceptance of equality of opportunity and more liberal ideals, the technology revolution, and the move towards a global economy have all contributed to today's diverse workplaces.

Managing these workplaces requires a whole new skill set that previous generations rarely had to consider.

VET (vocational education and training) providers are now challenged with providing learning opportunities to a diverse target group so that they can continue to respond to the needs of the labour market. It is inconceivable that the training needs of businesses and employees today can be addressed without harnessing the potential of digital tools.

DIVERSITe project responds to this challenge by proposing to develop a series of digital resources that can bring learning opportunities to managers, employers and employees.

# Partners

**Project coordinator:** BFI Burgenland, Austria

**Partners:**





# Our goals

- **PROMOTE** and **SUPPORT** businesses and employees to integrate diversity management strategies into workplaces in all partner countries
- **PROVIDE** accessible, agile learning programmes for business owners, managers, and staff
- **SUPPORT** the digital readiness of VET, with targeted CPD (Continuing Professional Development) training for VET professionals, and by introducing a suite of learning resources for business owners, managers, and employees
- **INVEST** in the diversity management skills and competences in European businesses, to support the recovery of the European economy
- **CREATE** local synergies between VET providers and members of the business community
- **PROVIDE** support to VET professionals in a European context, by engaging VET educators in transnational training activities

## Achieving our goals

To achieve our project goals, we will produce **Interactive Infographics** and **DIVERSITE eZines** for managers, as well as employees, to help them understand the issues regarding different aspects of diversity in a workplace.

The developed materials will be available via **DIVERSITE MOOC** (Massive Open Online Courseware) platform. The MOOC will also incorporate a forum where blogs and articles can be shared, and where businesses and VET professionals can communicate on the topic of diversity management.



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