

Luxembourg, Thursday 7th of December,

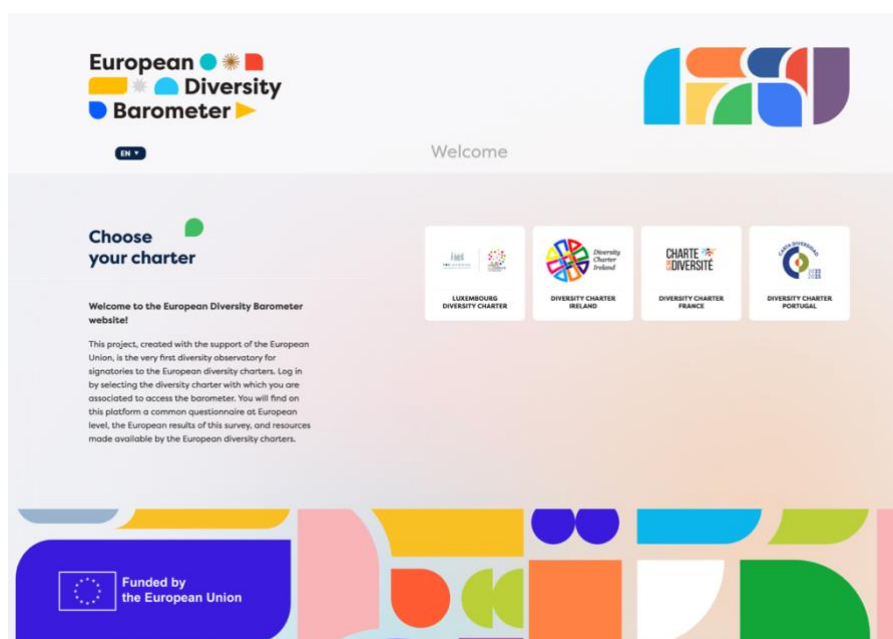
PRESS RELEASE

LAUNCH OF THE EUROPEAN DIVERSITY BAROMETER

The one-stop platform for
all diversity charters signatories organisations

IMS announces the launch of the **European Diversity Barometer**. This 24-month project, initiated by IMS, began with ten European partner charters. This platform will **enable all signatories' companies to track the progress of their Diversity & Inclusion policy at the national and European levels**. They will also be able to receive training via e-learning and have access to a wide range of resources. This project has been funded by the European Union's Citizens, Equality, Rights and Values (CERV) programme. All European charters will be able to be included in the tool.

The announcement was made at IMS's event on diversity management on Tuesday, 5 December, at which the Belgian, Italian and Luxembourgish charters shared their practices.



Uniting European signatories around a single platform

As part of their commitments, signatories to the Diversity Charter Lëtzebuerg are required to report on their diversity management practices once every three years by completing a questionnaire. This self-assessment is followed by a publication setting out the state of play of 'Diversity and Inclusion (D&I)' activities among signatories at the national level.

For 2024, the Diversity Charter Lëtzebuerg gives this barometer a European dimension. This innovation will unite the signatories of all the European charters around a single tool, enabling them to **respond to a common European questionnaire and the mandatory national questionnaire**. Each organisation will be able to situate itself in the diversity landscape at the European level and track its progress over the years at national and European levels.

The tool also hosts a **comprehensive training course on "How to build your D&I strategy"** created by expert Christina Constantidinis, professor at the School of Management Sciences at the Université du Québec à Montréal (UQAM).

Towards a European observatory on diversity and inclusion

IMS Luxembourg supports and encourages all signatory organisations to take advantage of this platform to collectively record and report on diversity management trends at the European level, thus creating a European observatory for diversity and inclusion (D&I).

The Diversity Charter Lëtzebuerg, supported by IMS Luxembourg, will help signatories get to grips with the platform (how to use it, how to fill in the questionnaire, etc.). **From January 2024**, all signatories to the Diversity Charter Lëtzebuerg (and other signatories to European charters) will receive an e-mail inviting them to create an account on the platform. They can then log on to the platform anytime, access the resources and complete the questionnaire during the opening periods. They will then be able to access the results of the questionnaires directly on the platform.

The European Diversity Barometer in Practice

The platform will be accessible from **22 January 2024** at the following address:
<https://diversitybarometer.eu/en>

Languages: Ten languages will be accessible (French, English, German, Portuguese, Italian, Spanish, Dutch, Romanian, Slovakian, Greek and Estonian), with the aim of making the tool available in all EU countries. The languages available will be adapted according to the charter to which the signatory is affiliated.

Access to the platform: Signatories will receive e-mail access for the first connection to create their account. They will then receive an automatic e-mail from the European diversity charter to which they are affiliated to inform them of the opening period of the European and/or national questionnaire.

Procedures: Signatories must answer two questionnaires: the European barometer and the national barometer.

- **The European barometer** will be administered **every three years** for all signatories of a European diversity charter. **It is an EU-wide questionnaire comprising around ten questions.** It contains four modules: Profile of the Signatory, Implementation of Diversity and Inclusion Activities in the Workplace, Understanding EU Policies, and Future Improvements.
- **The national barometer**, administered and defined by each of the charters, is a questionnaire for the signatories of the charter in question. The charter establishes the timeframe. **For Luxembourg, the national barometer is administered every three years, simultaneously as the European barometer.** It comprises around twenty questions, exploring in greater detail the diversity policies and actions of the signatory organisations.

On the platform, **Luxembourg signatories** will have access to:

- **The national and European barometer questionnaires.**
- **Their results** thanks to a quick view, the possibility of comparing results by country, sector, and the size of the organisation.
- **Resources** with ongoing training on various diversity-related themes, drawn from the resources of all the European charters, and a complete e-learning course on managing diversity in companies to implement a diversity action plan (from preliminary diagnosis to impact).

On the platform, each **European diversity charter** will be able to:

- **Create its own national questionnaire** for its signatories and monitor the responses.
- **Export the results of signatories** and offer more personalised follow-up according to needs.
- Access and feed a platform for **sharing resources between European diversity charters.**

Useful Link

Link to the event photo report: <https://www.flickr.com/photos/imsluxembourg/albums/72177720313203385>

IMS – INSPIRING MORE SUSTAINABILITY Luxembourg's leading network for Sustainable Development

IMS - Inspiring More Sustainability - has been the leading network of Luxembourg companies active in sustainable development for 15 years. IMS is an independent, non-political, and non-profit organisation.

IMS' mission is to inspire responsible strategies and practices among national economic actors. IMS Luxembourg supports its members through collaborative and federating projects by promoting dialogue with stakeholders (private, public, associative). IMS provides expertise, concrete solutions, awareness, information (toolkit, clubs, workshops...) and trainings. This network represents almost 25% of Luxembourg's payroll. IMS is the national contact point for several european and international organisations and movements: B Corp, Capitals Coalition, CSR Europe, the European Commission - Directorate General for Justice, Inner Development Goals, Mental Health Work and the WBSCD (World Business Council for Sustainable Development) and, is the local hub for The Inner Development Goals (IDG).

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