



European Diversity Month

EU Platform of Diversity Charters

session

4 May 2021

13:30 Welcome by Irena Moozova, Director for Equality, DG Justice & Consumers, European Commission

13:35 – 14:35 Let's get down to business – workshops and collaboration

- Caring for employees mental health – impact of Covid-19
 - Women in management positions - difficulties and solutions
 - Implementing the European anti-racism action plan
 - Workplace Flexibility: the impact of Covid-19, the employment law perspective
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14:35 – 14:45 Virtual coffee break

14:45 – 14:55 Flash of main take-away from the workshops

14:55 – 15:55 Changing lives one organisation at a time

Sharing good practice – presentations and testimonies by organisations' top management. Q&A

Accenture

15:55 – 16:00 Closing by Zuzana Dorazilova, Deputy Head of Unit, Non-discrimination and Roma coordination unit, DG Justice & Consumers, European Commission



Small introduction of the workshops

Each interactive workshop is hosted by a Diversity Charter and supported by a company with a concrete example.

Caring for employees mental health – impact of Covid-19

Employers across Europe and across all industries have been adapting to changes brought on by Covid-19. As an immediate response, many employers have transitioned to fully remote or semi-remote work environments. However, in a long term, this can be stressful, lonely, or isolating for some people. For a business leader or manager, it has become even more important to address the mental health impact of the Covid-19 crisis on their employees.

This session will see what could be some ways to support your employee's mental health.

- Co-hosted by Barbara Zupančič, Slovenian Diversity Charter and Panayiota Constanti, Diversity Charter Cyprus
- Good practice shared by Atlantic Grupa

Women in management positions - difficulties and solutions

The current COVID-19 pandemic has led to unprecedented changes in the workplace. As a result, managers face a challenging task of planning, directing, coordinating or performing other activities critical for good functioning of their teams, companies or organisations. While both women and men bring different qualities to crisis management, women remain outnumbered at the management level.

Although women represent almost half of all employed persons in the EU (46%), they are under-represented amongst managers (34%). On average, only around 28% of board members of the largest publicly listed companies registered in the EU are women and they still account for 8% of CEOs.

Despite their capabilities and educational achievements, women continue to struggle against long-held and systemic entry barriers into corporate boards and leadership positions.

Which major barrier women face at the workplace? Are there any solutions to overcome these barriers?

- Hosted by Sylvia Jarabo and Sonia Rio, Spanish Diversity Charter
- Good practice shared by Iberdrola



Implementing the European anti-racism action plan

The EU is built on diversity and on fostering a society of pluralism, tolerance and non-discrimination: we need to act not only out of responsibility, but also to be true to our values. On 18 September 2020, the European Commission adopted an ambitious EU anti-racism Action Plan 2020-2025 that sets out a series of measures to tackle racism and racial discrimination covering a comprehensive range of policy areas. The action plan sets out a series of measures for the next 5 years.

Business organisations and individual companies have a key role to play in ensuring non-discrimination, diversity and inclusion at the workplace.

How does the EU anti-racism action plan impact businesses? How can business step up their diversity strategies?

- Hosted by Maria Hegarty, Diversity Charter Ireland

Workplace Flexibility: the impact of Covid-19, the employment law perspective

Workplace flexibility is an important part of diversity and inclusion. The Covid-19 pandemic has brought even more focus on this. Instead of needing to ask for remote working from an employer, it has become a new norm for most of us. How can the employment law assist employers? What are the new dimensions of workplace flexibility that have emerged from the Covid-19 crisis? Which concrete steps have organizations taken?

- Hosted by Hana Spívalová, Barthelemy & Partners, Attorney-at-law at Paris and Czech Bar
- Good practice shared by CEZ, CSOB and Asahi Beer company (tbc)