

# Preliminary Results and Report

Survey for Charters signatories conducted in Romania, Slovenia and Croatia



Co-funded by the Rights, Equality and Citizenship (REC) Programme of the European Union



šentprima



Hrvatski poslovni savjet za održivi razvoj - HR PSOR  
Croatian Business Council for Sustainable Development - HR BCSD



CARTA  
DIVERSITĂȚII  
DIN ROMÂNIA



Jednaki u raznolikosti  
Equal in Diversity

## Survey Distribution & Method

- A common survey comprised of 13 single answers, multiple choice and open-ended questions was created and circulated via email/newsletter among our signatories
- Survey remained active between 16<sup>th</sup> of February and 1<sup>st</sup> of March 2021
- 36 questionnaires were completed in Romania, 25 in Slovenia and 33 in Croatia
- The main aim of the survey was to explore the needs of signatory organisations regarding training and mentorship programmes, already existing D&I training programmes and their formats, the changes caused by pandemic regarding different vulnerable groups, as well the best ways of learning for a successful D&I training & learning programme.

## Who we heard from

more than 16  
industries

3 countries

94  
respondants

12 European  
Diversity  
Charters

D&I responsables within  
signatory organisations

## Q1: Diversity & Inclusion is one of my organisation's stated values and/or priority areas

"1. Diversity & Inclusion (D&I) is one of my organisation's stated values and/or priority areas. "



**Romania**

"Diversity & Inclusion is one of my organisation's stated values and/or priority areas. (Please select only one)"



**Slovenia**

"Thinking about the strategy and goals of your organisation, select the answer that most closely applies. 1. Diversity & Inclusion is one of my organisation's stated values and/or priority areas. "



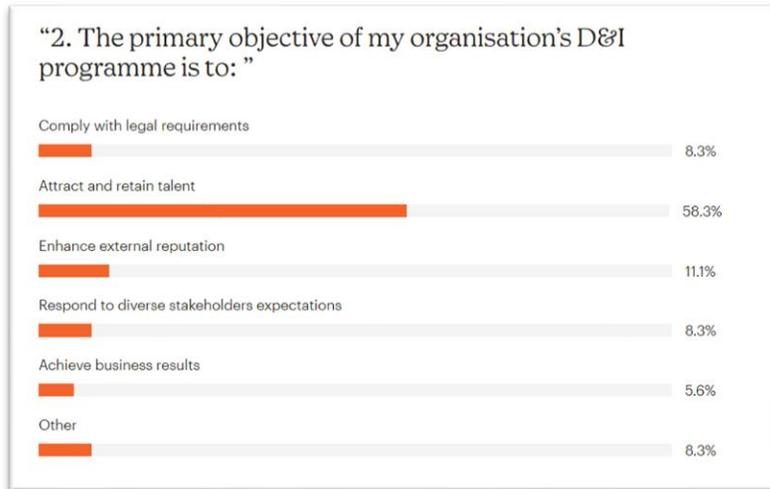
**Croatia**

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*In the majority of signatory organisations, D&I is a stated value and/or priority area. 97,2% of Romanian, 96% of Slovenian and 87,9% of Croatian respondents are saying D&I is a stated value or priority.*

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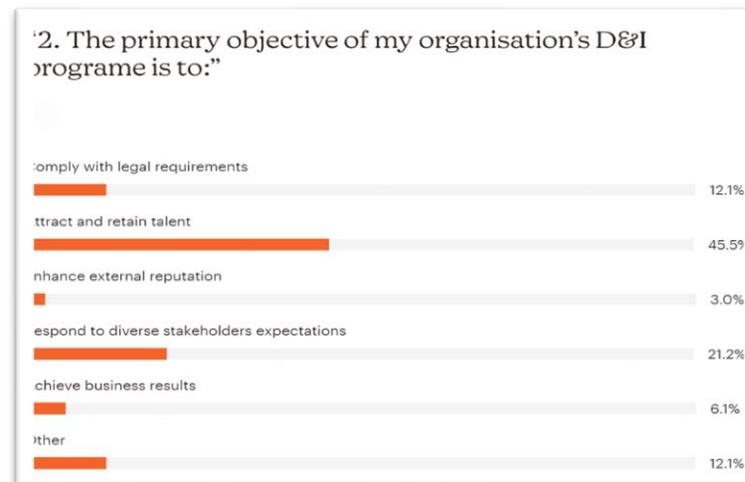
## Q2: The primary objective of my organisation's D&I programme



Romania



Slovenia



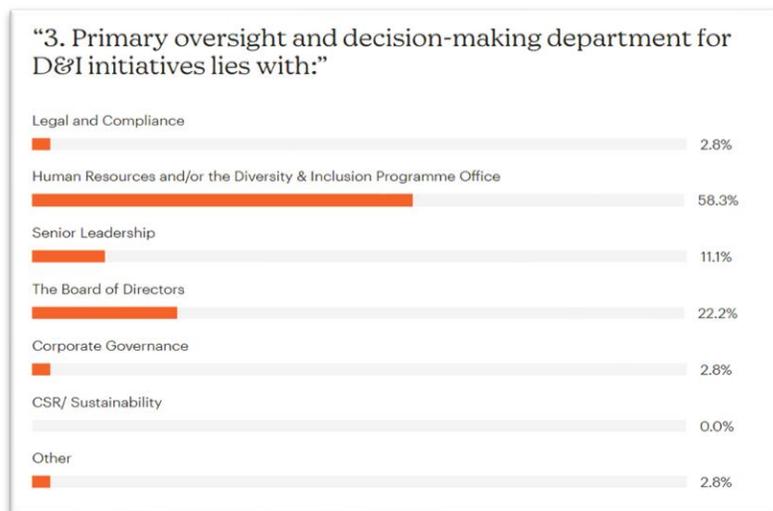
Croatia

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*The primary objective of signatory organisations in the 3 countries analyzed is **to attract and retain talent**. While in Romania the second most important objective is to enhance external reputation, in Slovenia and Croatia “respond to diverse stakeholders expectations” comes on the second place. **This indicates the key role that HR play in diversity management.***

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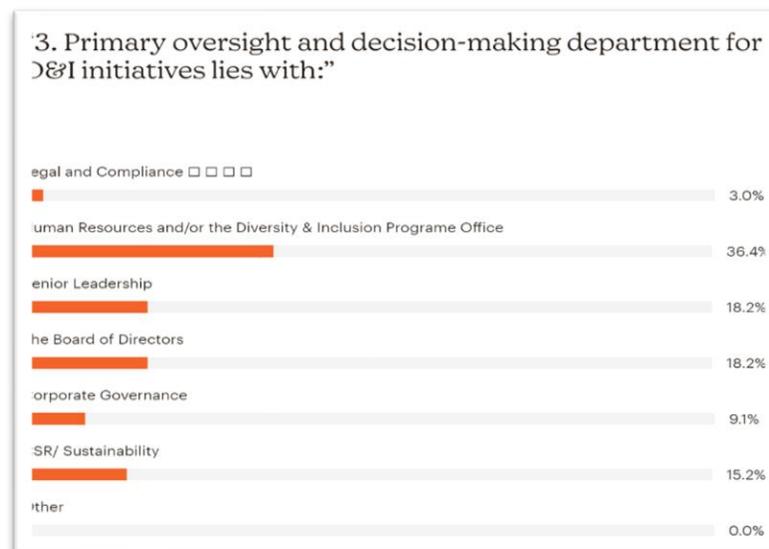
### Q3: Primary oversight and decision-making department for D&I initiatives



**Romania**



**Slovenia**



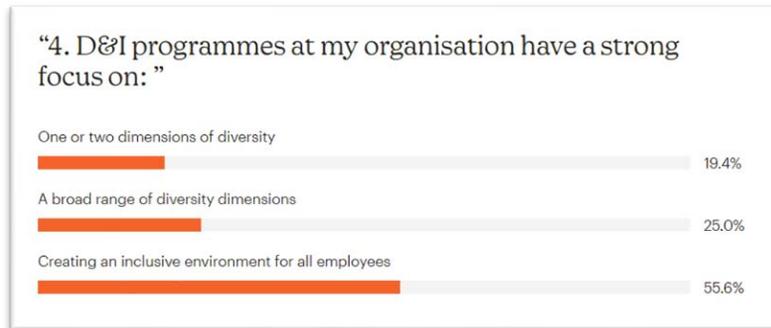
**Croatia**

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*Primary oversight and decision-making department for D&I initiatives lies with HR and/or D&I Office. The Board of Directors comes on second place. In Croatia, the CSR/Sustainability department has a role to play (15,2%) in contrast to Romania and Slovenia.*

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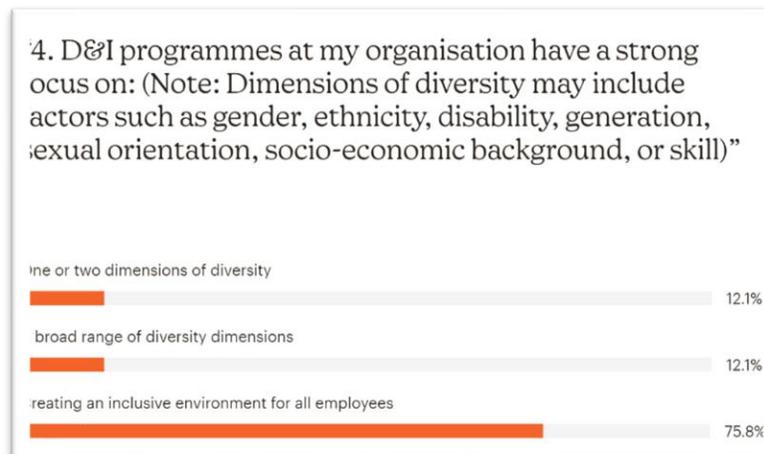
## Q4: D&I programmes at my organisation have a strong focus on



Romania



Slovenia



Croatia

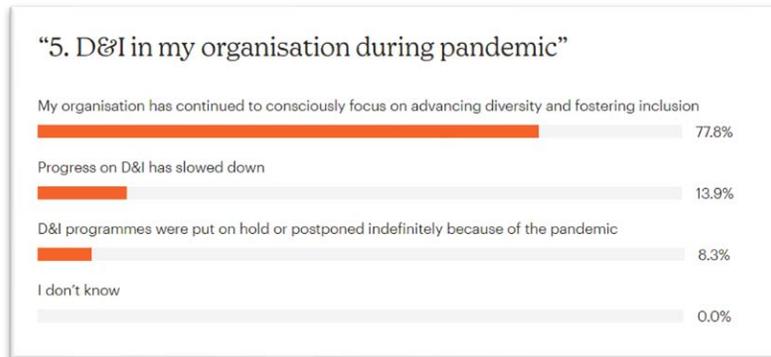


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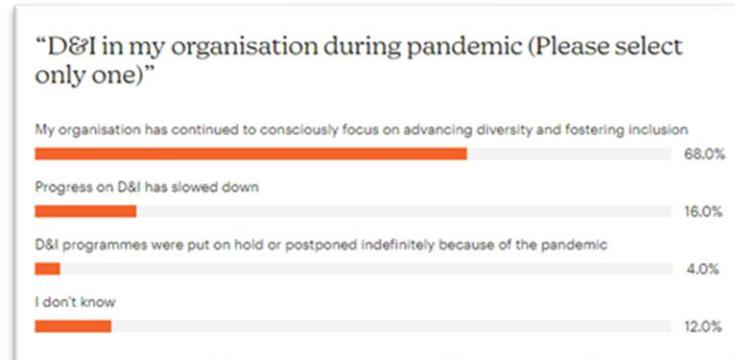
*Creating an inclusive environment for all employees is the main focus of D&I programmes in the 3 countries analyzed. While in Romania 1 out of 5 signatories and 1 out of 8 signatories in Croatia use a narrow approach to diversity, Slovenian signatories focus on a broader range on diversity dimensions.*

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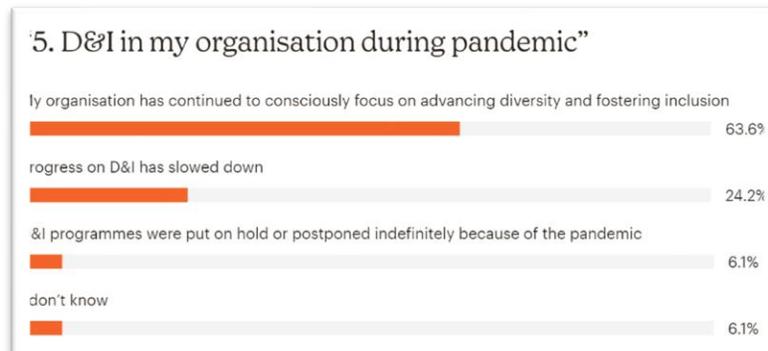
## Q5: D&I in my organisation during pandemic



Romania



Slovenia



Croatia

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*During pandemic most of signatory organisations has continued to consciously focus on advancing diversity and fostering inclusion. This trend was stronger in Romania. Nevertheless, 1 out of 5 signatories in Romania, Slovenia and Croatia reported that progress on D&I has slowed down or D&I programmes were put on hold or postponed because of the pandemic.*

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Q6: Change in priorities regarding different vulnerable groups caused by the pandemic

More attention to employees in **special categories of risk**: pregnant colleagues, with chronic diseases, colleagues with high levels of anxiety, those caring for vulnerable or dependant family members

**Single mothers**, but also **parents** in general

More focus on beneficiaries with **disabilities**

Latino and black coloured people and the LGBTQ+ members were added to our focus area, which was mainly on gender diversity. **Inclusion** became a big topic in virtual set up.

More focus on **mental health** issues

Bigger focus on **racial/ethnic injusties**

## Q7: My organisation offers D&I training programmes that focus on

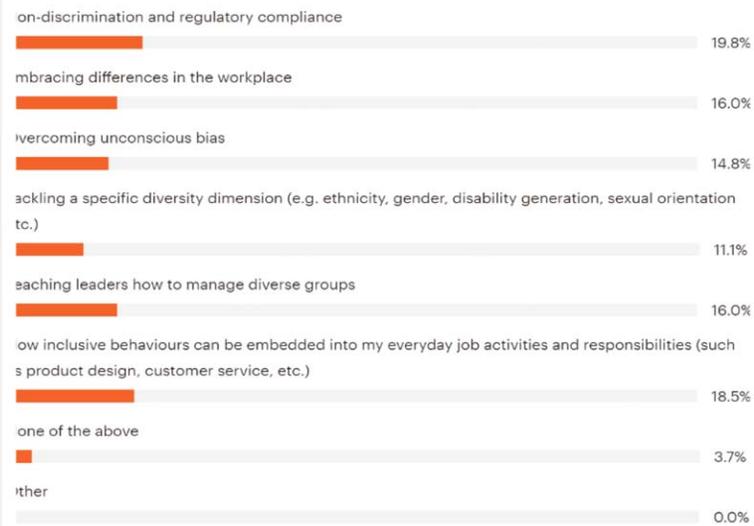


Romania



Slovenia

7. Thinking about the D&I trainings programmes of your organisation, select the answer that most closely applies: Please select all that apply)



### Croatia

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*Most D&I training programmes focus on non-discrimination and regulatory compliance, overcoming unconscious biases and tackling a specific dimension of diversity. While in Romania and Croatia the training of leaders regarding different groups comes on the second and on third place respectively, in Slovenia this aspect is totally missing.*

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Q8: Exemples of D&I trainings and mentorship programmes received by signatories in the last 2 years

Overcoming biases

Embracing differences in the workplace

Leadership development - how to lead inclusive teams

Disability Etiquette  
Communication with disabled people

Best Practices Sharing

Working with vulnerable people

Recruitment training with a non-discriminatory approach

Non-discrimination and regulatory compliance, harassment, fighting against micro-agressions

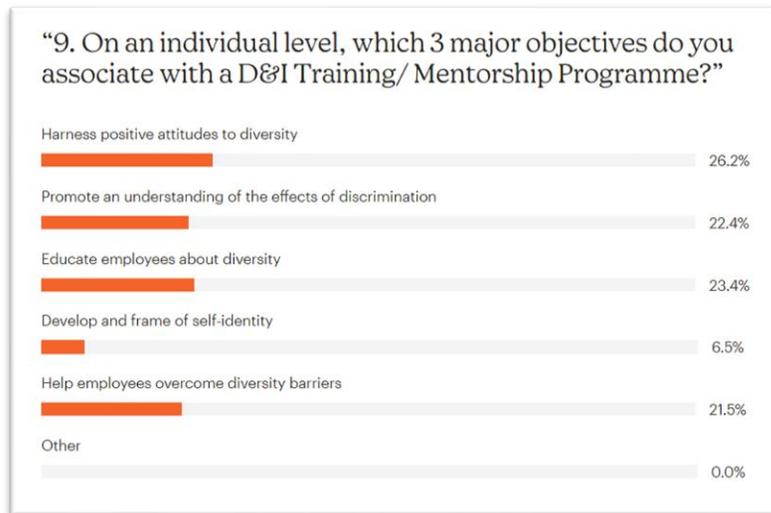
D&I train the trainers

Training on Code of Conduct (parts related to D&I)

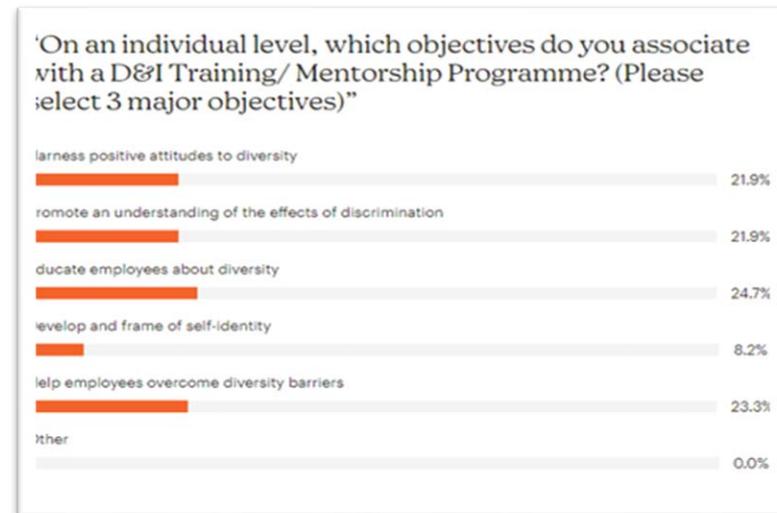
Gender Equality  
Race & Ethnicity in the workplace  
LGBTI workforce  
Working with disabled people  
Collaborate in multi-generations team

Training on how to create a D&I policy

## Q9: On an individual level, objectives associated with a D&I Training/ Mentorship Programme

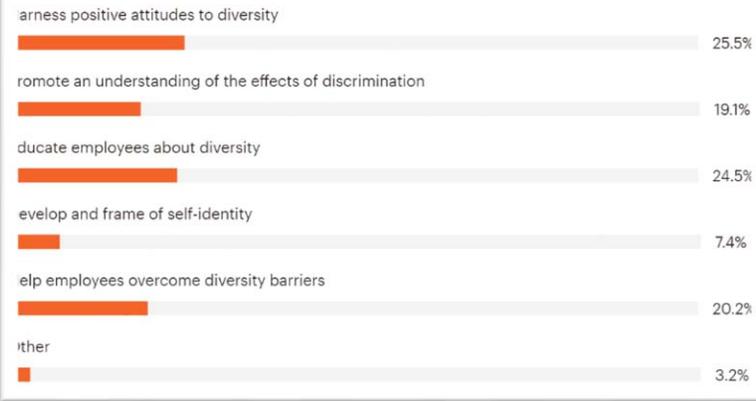


**Romania**



**Slovenia**

9. On an individual level, which objectives do you associate with a D&I Training/ Mentorship Programme? Please select 3 major objectives)



**Croatia**

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*Major objectives associated with D&I trainings programmes on an individual level are – Educate employees about diversity, harness positive attitudes to diversity, help employees to overcome diversity barriers and promote an understanding of the effects of discrimination.*

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## Q 10: On an group level, objectives associated with a D&I Training/ Mentorship Programme

“10. On a group level, which 3 major objectives do you associate with a D&I Training/ Mentorship Programme?”



Romania

“On a group level, which objectives do you associate with a D&I Training/ Mentorship Programme? (Please select 3 major objectives)”



Slovenia

10. On a group level, which objectives do you associate with a D&I Training/ Mentorship Programme? (Please select 3 major objectives)”



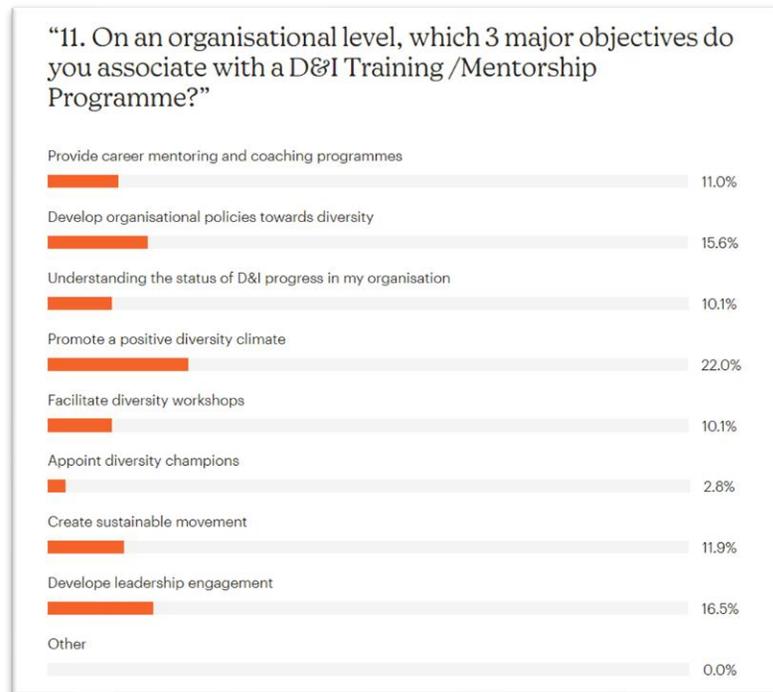
**Croatia**

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*3 major objectives associated with D&I trainings programmes on a group level are: Foster respect and tolerance of difference, promote teamwork through inclusive activities and improve access and support*

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## Q 11: On an organizational level, objectives associated with a D&I Training/ Mentorship Programme

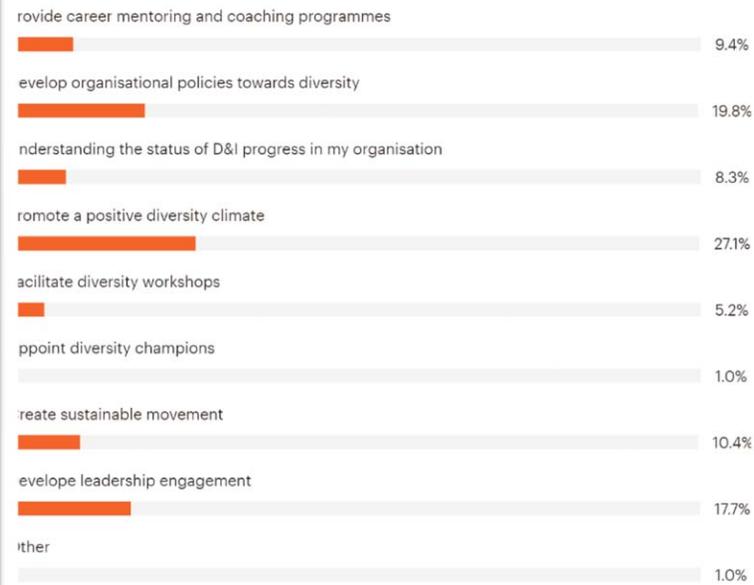


Romania



Slovenia

11. On an organisational level, which objectives do you associate with a D&I Training /Mentorship Programme? Please select 3 major objectives)



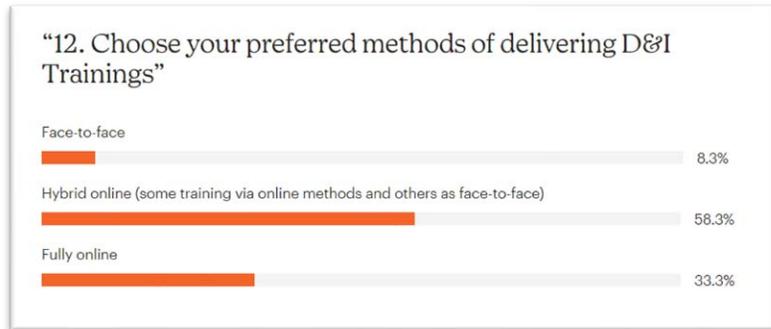
### Croatia

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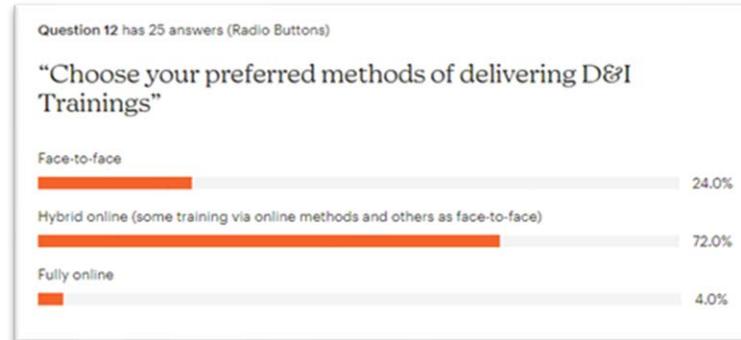
*3 major objectives associated with D&I trainings programmes on organizational level:*

- Promote a positive diversity climate*
  - Develop leadership engagement*
  - Develop organizational policies towards diversity*
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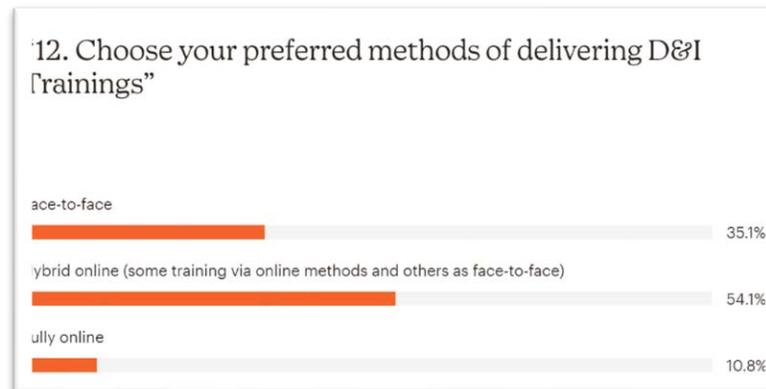
## Q 12: Preferred methods of delivering D&I Trainings



Romania



Slovenia



Croatia

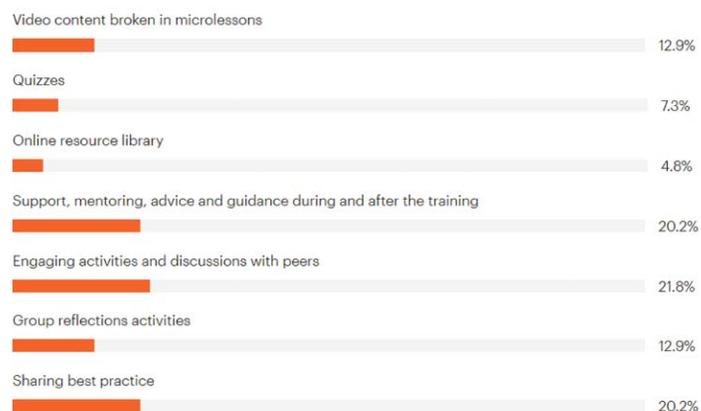
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*Hybrid online is the most preferred training method. While 1 out of 3 participants in Romania prefer a fully online training, in Slovenia and in Croatia this option comes third with only 4% and 10,8%.*

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## Q 13: 3 main features/ ways of learning for a successful D&I Training/Learning programme

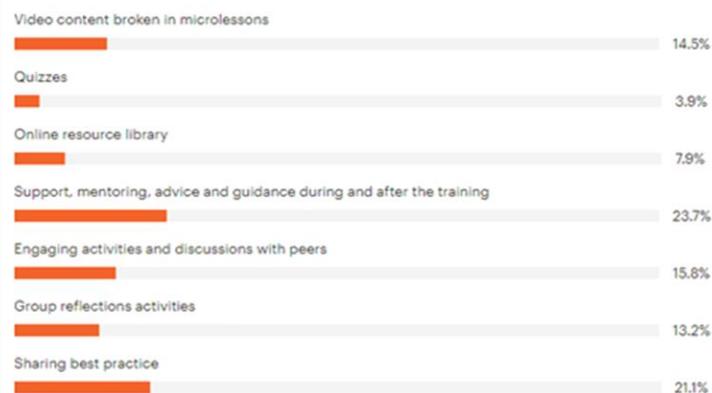
“13. Based on your previous experience as a trainee, which 3 main features/ ways of learning you consider most important for a successful D&I Training/Learning programme?”



**Romania**

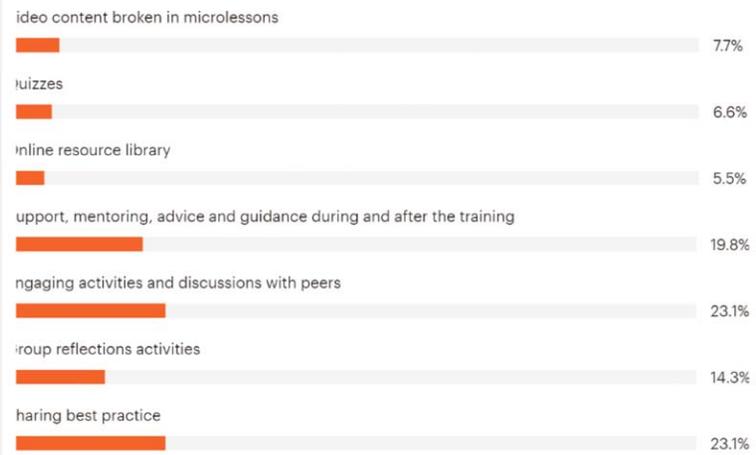
Question 13 has 20 answers (L-neckboxes)

“Based on your previous experience as a trainee, which 3 main features/ ways of learning you consider most important for a successful D&I Training/Learning programme? ”



**Slovenia**

13. Based on your previous experience as a trainee, which 3 main features/ ways of learning you consider most important for a successful D&I Training/Learning programme?”



Croatia

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*Support, mentoring and guidance during and after the training, sharing best practices and engaging activities and discussions with peers are top 3 ways of learning for a D&I Training/Learning programme.*

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1. Offering of D&I Trainings by European Diversity Charters (Germany, Sweden, Austria, Luxembourg, Netherlands, Finland, Italy, Belgium, Slovakia, Bulgaria, Cyprus, Lithuania)

When asked about existing D&I training programmes offered to their signatories, only 3 out of 11 European Charters participated could indicate a concrete training offering for their signatories – Luxembourg Italy and Cyprus.

- *Diversity Management Training (Luxembourg)*
- *D&I workshops and webinars (Italy) for signatories - Diversity and non-financial disclosure, HR and Covid-19, Migrants and Covid-19, Against stereotypes, Integration of migrants into the labor market, employability for disabled people*
- *One-day training program on D&I in the workplace to all its signatories (Cyprus) - focuses on the basic D&I theory, concept, as well as practical examples, simulations, and group work*
- *Monthly seminars tackling different types of discriminations (Sweden)*

## 2. Changes in priorities regarding different vulnerable groups caused by the pandemic

- *Increase of support and activities promoting the LGTB inclusion - Luxembourg*
- *Better understanding of other person's needs: for example taking care of a person at home - Luxembourg*
- *In Italy for sure the impact of pandemic was bigger on women*
- *Signatories are now focusing more on one-parental families, they also have showed higher interest in topics such as age diversity (and different approach to generations during working from home), mental health of employees and cognitive diversity - Slovakia*
- *I think the pandemic has enforced already existing priorities, at the same time making the work of considering vulnerable groups more difficult (audits and visits to suppliers have largely moved online, many work only online etc) - Finland*
- *Positive was definitely the new flexibility in the workplace. We now hope very much that after the pandemic this will stay – since it will include employees much better. Negative is the pandemic for the diversity dimension gender. A lot of women now have to take care for the kids which is besides of working a great challenge. Some companies offer digital programmes for children to involve them, but not all. - Germany*

### 3. Which features/ ways of learning are important for a successful D&I Training/Learning programme

#### **Features:**

- *Accessible: to all levels of D&I experience, not complicated language, adapted to be followed by any person...*
- *Complete programme: D&I from a holistic view (legal framework, stakeholders, from the employers and employees point of view/experience, ...)*
- *Practical: using real situations, having “homework” or activities to test at the office,...*

#### **Ways of learning:**

- *Mix of virtual with face to face*
- *Permanent access to materials*
- *Exchange of experiences among companies (ideally comparable) + working groups aimed to face challenges together (companies are looking for practical solutions and joint effort produces bigger impact) + experiential labs (living library....).*
- *Good mix of theory and practice*
- *Best practices sharing as one of its part is the most appreciated way. Of course they value statistics, experts’ presentations, but to hear from other peers how to successfully handle D&I is the highest ranking way*
- *Try cover thematic areas in order to clear out the skies from questions or gaps*
- *Continuous adjustment of the training to fit the new needs of signatories*
- *The best thing is to let them experience diversity is in a live experience and training. We were just testing VR glasses in which people can jump into different bodies.*
- *There is still a lot of demand for the basics and emphasizing the need for a strategic approach is something that we have found fundamental in our trainings. When it comes to ways of learning, small group discussions are something that people wish for, especially now that we mostly work online.*