

# Newsletter No.3

November 2023

## How to start working on D&I?

Seeing a growing interest for diversity and inclusion, we are sharing a few brief recommendations on how to start your own journey towards more inclusion at the workplace:

- 1) Have an honest and open conversation with your employees or do a survey. Tell them your company is starting to invest in D&I and thus needs to better understand everyone's experiences.
- 2) Draft a policy or at least set 1-3 goals you'd aim to achieve in the coming year. Be precise, think about the result rather than a process. Make your goals measurable!
- 3) Contact your local Diversity Charter for a consultation. We are always open and encourage you do drop as a line at [www.diverseurope.eu](http://www.diverseurope.eu)



### Did you know?

**17%**  
of European SMEs  
have equal  
opportunities policies.  
What about you?



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Public Activities



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Equality Strategies



DIVERSITY  
CHARTER

## How SMEs may ensure work-life balance for their employees?



To attract and retain employees, contemporary companies, no matter their size, seek to find ways to ensure a work-life balance. For employees with family commitments, these measures are particularly relevant and necessary: one in three employees returning from parental leave change jobs, most often due to the lack of employer's flexibility.

What kind of flexibility is necessary and how to ensure this? Please find out more in the new report, available on our website in English:

[www.diverseurope.eu](http://www.diverseurope.eu)