Presenting the bigger picture of EDI in Europe

How can we make our workplaces more diverse?

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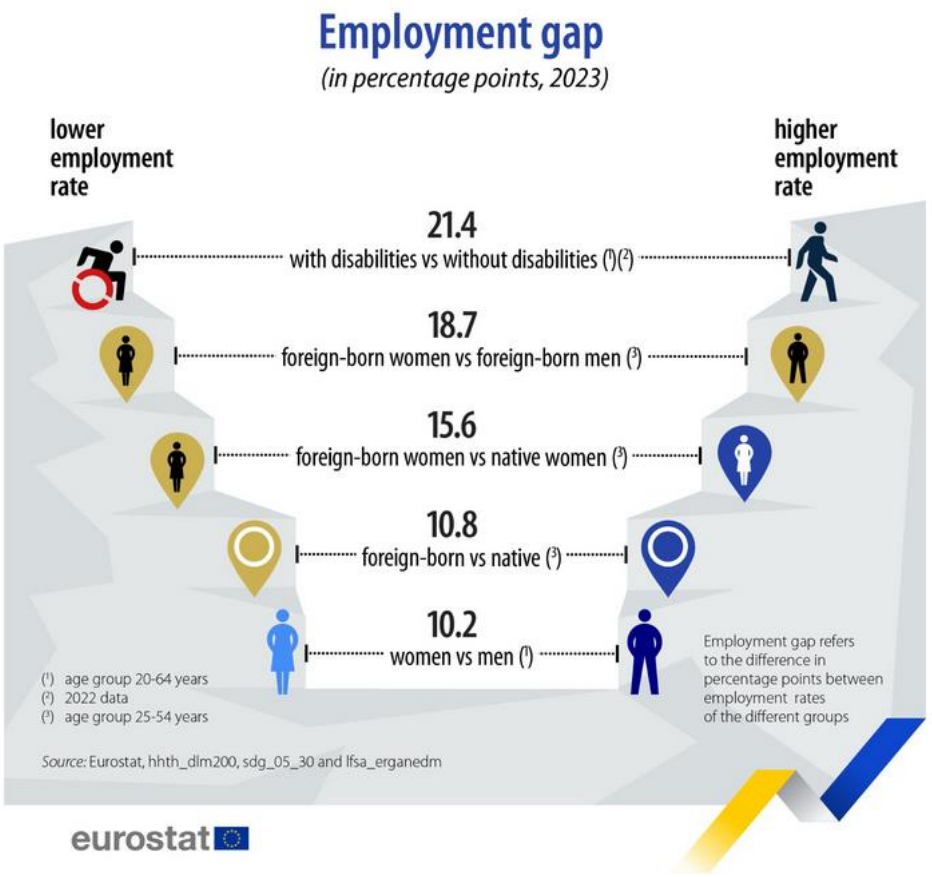
- 13% of the EU's population is foreign-born
- 18% foreign-born people aged 15 - 29 years, without a disability, in the EU are not in employment, education or training
- children of foreign-born parents are twice as likely to be at risk of poverty than those of native-born parents
- among people over the age of 16, the risk of poverty or social exclusion is 90% higher for those who are foreign-born

35%

of Europeans believe that men are more ambitious than women.

36%

is how much less women overall earn on average compared with men.



Source: https://migrant-integration.ec.europa.eu/news/european-diversity-month-2024-eurostat-data-equality_en

Discrimination grounds

- **EU Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation**
- religion or belief, disability, age or sexual orientation, race or ethnicity

- **Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast)**

How can we stop discriminating against minoritized groups?

- Diversity training
- Equity of treatment
- Non-biased recruitment
- Equal pay for equal work
- Equal chances to make a career

What does diversity mean?

The collective amount of differences among members within a social unit with respect to a common attribute, X [e.g. gender]. (Harrison and Klein, 2007:1200)

Etymology

Diversity:

Noun: variety, diverseness, that in which two or more things differ

Adjective: different in kind, essentially different.

Diverse:

Adjective: different in kind or character

Diversity is relational

In relation to what?
Who is different from whom?

Normal

- Typical, common, conforming to common standards or established order,
- The non-diverse

- *L'homme moyen* – the statistician A Quetelet (1796-1847) – a general notion of the normal as an imperative – the average man
- The average has become a kind of idea- the norm against which everything is measured and compared

Norm

- A standard, a pattern, or a model

- *The idea of a norm is less a condition of human nature than it is a feature of a certain kind of society* (Davis, 1995:24)

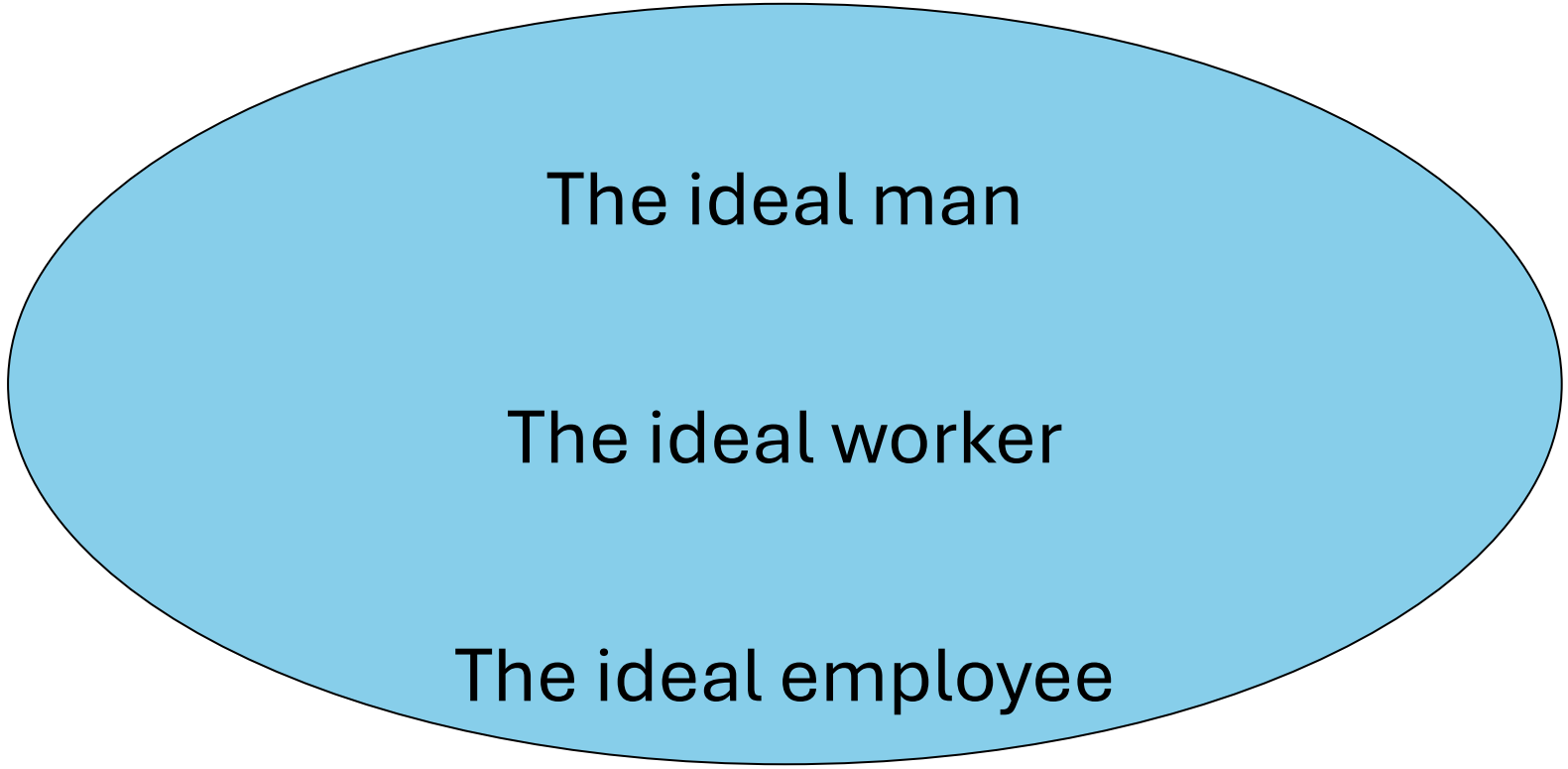
The organizational norm

Invisible

Unconscious

Power

Privilige



When did you tell your parents you are straight?

The diverse – those who deviate from the norm

Organizational normalcy being at risk

Diversity management activities often focus on changing those constructed as diverse rather than changing the normal

Need to broaden the norm and identify the norm to accepting differences

•Pictures: the van Gogh Museum, Amsterdam
•Davis, L.J., (1995) *Enforcing normalcy – Disability, deafness and the body.* Verso: London, New York.

Narrow norms – a perceived threat to norms correlated to other issues e.g. (Male) norms and climate denial

Acceptance of differences helps to understand others' values and behaviors (e.g., freedom of speech or blasphemy)

References

- Pictures: the van Gogh Museum, Amsterdam
- Davis, L.J., (1995) *Enforcing normalcy – Disability, deafness and the body.* Verso: London, New York.
- Harrison, D.A., Klein, K.J., 2007. What's the difference? Diversity constructs as separation, variety, or disparity in organizations. Academy of Management Review 32, 1199–1228.
- https://migrant-integration.ec.europa.eu/news/european-diversity-month-2024-eurostat-data-equality_en