THE PROJECT

WHAT DO WE DO?

We support businesses in implementing improved D&I practices in the workplace with a multi-level strategy within the framework of the Diversity Charter to create more inclusive workplaces specifically for women facing intersectional discrimination based on their personal characteristics

WHY?

Companies with effective equal opportunities and inclusion policies have a greater profit, productivity, propensity for innovation and ability to retain talent.

Furthermore, inclusive businesses have a positive impact on society as a whole as they contribute to the mainstreaming of non-discrimination policies.

HOW?

The project foresees an articulated set of activities that will provide managers with tools and know-how to implement adequate D&I management strategies in their companies and employees with the opportunity to experiment how to overcome intersectional discriminations faced by women in the labour market.

The tools created within the project will become an integral part of the on-boarding process for the new signatories of the Diversity Charters and through the Diversity Charters, companies' managers will access to networking and mutual learning possibilities.

OUR PARTNERS

Milan, Italy

Soleterre ETS' program dedicated to the social and economic inclusion of the most vulnerable people.

www.workisprogress.org
workisprogress@soleterre.org

Milan, Italy

Network of businesses and managers, committed to promoting corporate social sustainability and to implementing multistakeholder partnerships for community development in line with the UN 2030 Agenda.

www.sodalitas.it
sodalitas@sodalitas.it

Milan, Italy

Network of companies committed to preventing and fighting violence against women and gender discrimination.

www.fondazionelibellula.com
scrivici@fondazionelibellula.com

Athens, Greece

Institute aspiring to promote equal opportunities and diversity respect by promoting the Diversity Charter.

www.diversityandinclusion.gr
eu_projects@diversity-charter.gr

Athens, Greece

Social youth association that promotes sustainability, cultural diversity and innovation through cutting-edge projects.

www.kean.gr
info@kean.gr

Co-funded by the European Union

The project is funded by the Citizens, Equality, Rights and Values program (CERV) of the European Union. The European Commission support for the production of this material does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information.

A more inclusive job market with

SPEED-FEM

Sharing Practices for Equity and Empowerment in Diversity with Female intersectional approach

Scan this QR code to find out more about the project

Are you a business? descover what SPEED-FEM can do for you

Capacity building for managers and executives

The SPEED-FEM collection

A collection of selected best practices and tips from companies in Italy and Greece on how to create an equal workplace

The SPEED-FEM interactive tool

A virtual tool where managers and executives can input basic information regarding the company, the D&I dimension it wants to improve and scale to consider (systemic change or spot action), will lead to a bespoke set of tips fitting the company's current situation and goals.

Exchange and Networking

National webinars and workshops

Organization of territorial events on specific topics with an interactive and practical approach.

International webinars

International webinars aimed at promoting mutual learning in the area of diversity management between the Italian and Greek Diversity Charter network, virtuous companies will be selected as speakers to lead the discussion.

Direct experiences for employees

Volunteer opportunities

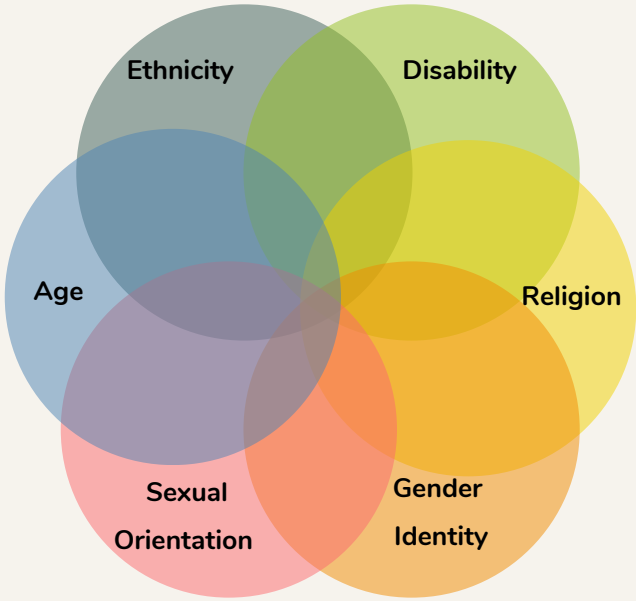
Employees will have the opportunity to act as professional mentors for vulnerable women, offering feedback and support for the development of their career path.

D&I contest

Groups of 10-15 employees can sign up to participate in a D&I contest presenting a concrete proposal for the inclusion of vulnerable women in the workplace.

WHY DO WE FOCUS ON "INTERSECTIONALITY"?

Discrimination against women is **compounded by intersecting factors**, including ethnicity, religion, age, sexual orientation and differentiated abilities.



One solution may not work for all women, if we don't acknowledge this, **we risk building more barriers to true equality**.

For this reason, it is important to consider the intersectionality of gender with other grounds of discrimination in order to build **effective D&I strategies**.