



REDUCING LGBT DISCRIMINATION AND IMPROVING DIVERSITY AT WORK. COUNSELLING AND TRAINING TOOLS FOR ENTERPRISES



Co-funded by the Erasmus+ Programme of the European Union

NEWSLETTER N. 1 February 2015

The Diversities@Work Project



In several European Countries, many people are stigmatized because of their sexual orientation or gender identity. Discrimination and violence against LGBT (Lesbian/Gay/Bisexual/Transsexual) people is consumed in society, at school, but also in the work sector. Therefore is necessary to improve the position of the LGBT workers reducing and contrasting the troubles they declare in their professional life. I

It is also necessary to introduce a new dimension of LGBT Diversity that is not limited to combat discrimination against LGBT people, thinking in terms of tolerance of gay/lesbian/bisexual/transsexual people, but rather to encourage the development of a new idea of differences based on sexual orientation as a productive resource, which can help to increase the business potential of companies...



Summary:

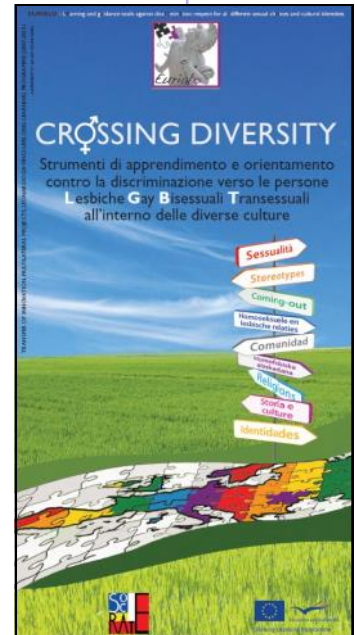
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The Best Practice CROSSING DIVERSITY

The Diversities@Work project starts from the previous Leonardo da Vinci-TOI "EURIALO".

Final output of EURIALO has been "**CROSSING DIVERSITY. Learning and Guidance Tools against Discrimination of Gay Lesbian Bisexual Transexual People in different cultures**". It includes a Handbook – which consists of a short theoretical analysis of discrimination based on sexual orientation and ethnicity plus an Appendix with 7 enclosures (glossary, addresses, web-site addresses, references, LGBT rights in Europe, a list of LGBT-related films, and a list of songs) - and 9 Theme Guides providing detailed information on sexual orientation.

CROSSING DIVERSITY targets are teachers, psychologists, counsellors, and social/health operators. Such theoretical and practical tools aim at fighting against discrimination based on sexual orientation and ethnicity, with particular focus on the youth (aged between 14 and 20).



The **Diversities@Work** project is carried out by a transnational partnership composed by:

ITALY (Is.Con, CIRSES, ARLAS, CORA Roma, COOSS Marche) - **SPAIN** (IFI, PREVALIA) - **BELGIUM** (SidAids-Migrants/Siréas) - **AUSTRIA** (WIFI) - **BULGARIA** (Association Generations)

Il progetto Diversities@Work

The management of human resources, in fact, is becoming increasingly important in companies, mainly evolving from the traditional administrative role to a more strategic markedly, given the central role that modern management models attach to human resources and their development in order to achieve the objectives defined in the Companies.

Starting from the tool-kit Crossing Diversity, carried-out through the previous project LLP- LdV-TOI EURIALO www.eurialo.eu, consisting of a Handbook with appendices and 9 Thematic maps addressed to teachers and psycho-social health care operators to combat LGBT discrimination and ethnic diversity in school among young people, "**Diversities@Work. Reducing LGBT Discrimination and Improving Diversity at Work. Counseling and Training Tools for Enterprises**" intends to propose a readjustment of the tools and methods of the original product, addressing them to HR experts, business consultants, entrepreneurs so that they can acquire the skills needed to introduce or improve policies and practices of LGBT Diversity in the workplace.

The project therefore identifies

- a direct target, composed by HR Expert / managers, consultants and business trainers, entrepreneurs
- and an indirect target represented by LGBT workers, but also heterosexual workers.

The idea is in fact to encourage the dissemination of a culture of wellness and hospitality that improving the working conditions of LGBT people produces a positive cascade effect, which will also translate into higher / better business productivity.

In this sense, the partnership is composed by organizations and companies, from Italy, Spain, Austria, Belgium and Bulgaria, with solid experience and background, sharing a strong commitment and a common sensitivity to the project issues, aims to create a product that starting from the target groups needs will respond as much as possible to the needs of inclusion and valorization of differences related to sexual orientation, while providing development opportunities to businesses.

To achieve this goal it is planned a first phase of activities consisting in a research and data collection in each partner country, about the conditions of LGBT people at work, existing good practices and / or policies already adopted on LGBT Diversity, the training needs in the field of LGBT Diversity of the professional profiles responsible for the management of human resources in companies.

Subsequently, the Partner will study the Crossing Diversity tools and methodologies, in order to analyze strengths, weaknesses and elements of sustainability and understand how to adapt them to work sector. In this phase, there is a very important implication of enterprises in order to achieve an adaptation the most effective and responsive to the needs of businesses and LGBT workers.

Then the new tools developed for business, translated into all the languages of the partnership and in

English, will be tested and implemented through training/aware workshops aimed addressed to HR experts and managers, consultants and business trainers, entrepreneurs, that will place in each partner country.

The training includes the use of materials through an E-learning Area that will be implemented on the project site. Thanks to the strong networking capability of the Partnership (both in Italy and in the EU countries) is expected to get a strong impact of the products / results of the project at medium and long term, considering the support will provide for that purpose the institutions and organizations which have already expressed their availability to support the project (Federimprese, CIPI, Forum Terzo Settore, UNAR, AGEDO, Fnism etc. ...)

All planned activities will be also accompanied by a capillary and continuous dissemination action through the project website, regular newsletters, distribution of brochures, leaflets, social networks, national workshops in each country partner, kick-off and final conference.

The activities of Diversities@Work will cover 24 months: from September 1st 2014 to August 31st 2016.

The Kick-off Conference in Rome

Friday 23 January 2015, at the International House of Women (Casa Internazionale delle Donne) in Rome (Italy), took place the kick-off Conference of the project, organized by the Italian partner CIRSES.

Both Italian and EU partners of Diversities@Work project attended the event and guests invited to listen and to participate on the central themes of the day: the LGBT Diversity in workplaces.

After the opening speech by **Maurizio Turrà, President of the project leader Organization Is.Con. – Istituti Consorziati di Napoli** (Campania Region), and the welcome speech by Ms Francesca Kock, President of the International Women's House, Alessandra Antinori - CIRSES introduced the Agenda and coordinated the works, explaining in short terms the project and presenting the partnership.

After this introduction, the representatives of each Country partner (Italy, Austria, Belgium,

Spain and Bulgaria) illustrated through some presentations the most important results from the first stage of the research carried out, aimed to investigate the legislation concerning rights and non-discrimination towards LGBT people in each Country Partner, Good Practices and/or policies (if any) implemented in the different Partner Countries in order to prevent LGBT discrimination and favour Diversity within companies and firms.

The overviews described by the Partners have provided elements and data useful for the second part of the morning devoted to the round table focused on "The LGBT Diversity in workplaces: key terms, practices and policies".

The round table produced a fruitful discussion which was attended by institutional guests such as: **Claudia Villante - Isfol Italian National Agency Erasmus Plus VET, Pasquale Di Marzo - Representative of ARLAS Campania Region, Paola Di Lazzaro UNAR - Natio-**





nal Office against Racial Discrimination, Davide Zotti Arcigay Association, Luca Chianura - Coordinator for SAIFIP - S. Camillo-FORLANINI ROME, Leila Pereira President of Libellula Association, Andrea Maccarrone President of the Circolo Mario Mieli.

Main points emerged from the round table were: the need to create tools of empowerment for gay people to support them in their own visibility in the workplace, especially for those workers (male and female) who work in education; the difficulties of transgender people to access and stay at work in the crucial moments of the transition; the need to inform and raise awareness among companies on the topic of LGBT diversity to ensure that consider it as a professional resource.

Partnership

The **Diversities@Work** project is carried out by a transnational partnership composed by

ITALY		
 <p>www.iscon.it</p>	<p>IS.CON - Istituti Consorziati di Studi Ricerche e Formazione (Coordinator of the Project)</p>	<p>Is.Con is a nonprofit consortium of University institutions, trade associations and other public and private organizations working in the field of vocational training and research whose objectives relate to the implementation of scientific and technological research, promotion and dissemination of their results and the professional and managerial training, conceived in its broadest sense: from specialization in a specific functional area to deepening and enhancement of professional skills in a global sense.</p> <p>The main areas of activity are: Vocational Training aimed at acquiring skills employable in the labor market; Continuous Education meant as updating of employers, employed workers and employees of the Public Administration and, finally, Initial Training and Adult Education.</p>
 <p>www.cirses.it</p>	<p>CIRSES - Centro di Iniziativa e di Ricerca sul Sistema Educativo e Scientifico</p>	<p>Il CIRSES - (Initiative and Research Centre on the Education and Scientific Systems) was established in October 1980. The Centre is partially financed by the Ministry for Cultural Heritage and it aims at studying the Italian and European Education and Training Systems.</p> <p>Over time, CIRSES has carried out many important initiatives and research studies, which played a significant role in the Italian debate on School-related issues: Research on School Dropping Out; Private Schools in Europe; Gender-based Stereotypes in Textbooks; Competence-based teaching and learning.</p> <p>CIRSES has been commitment on EU Funds with different Leonardo da Vinci –TOI projects, specifically:</p> <ul style="list-style-type: none"> - EURIALO - LEarning and gUidance tools against discRI-minAtion: respect for all different sexual chOices and cultural identities

ITALY

- RELOAD - laboratories for REcovery and deepening of Learning Or Aimed at Deconstructive/transitional approaches to students' vocational guidance

- Work Harmony - Organizational Model and Methodology for Promoting the Conciliation of Worker's Professional and Personal Lives in Enterprise.

- I2E - FromIdeaToEnterprise. This project aims at transferring ResEUr training and certification program which covers all the key aspects that are associated with essential considerations upfront the process of the creation of a new enterprise, as well as with boosting the innovation power of existing companies.

From 2014 CIRSES is partner in the new Erasmus+ KA2 "Diversities@Work". CIRSES has been promoter and creator of the project idea because the previous Eurialo.



www.arlas.campania.it

ARLAS - Agenzia Regionale per il Lavoro e l'Istruzione

ARLAS is a public non-economic instrumental institution of the Campania Region with organizational, administrative, financial and accounting autonomy. In particular, ARLAS performs administrative, technical support, programming, qualification, research and monitoring services in the field of labour market policy, education and vocational training. ARLAS supports the following processes: preparation of annual and triennial programming tools for active policies and technical assistance to the regional programming bodies; decentralization of the functions of vocational training and guidance through the support to the provinces in the detection of training needs, planning of training policies and preparation of an integrated VET supply.



www.coraromaonlus.org

CORA Roma

CORA ROMA Onlus is an association founded in 1988 which has as main purpose the promotion of understanding of Vocational Guidance from a gender perspective as an educational tool for strengthening the person with respect to changes during people's life or training or employment. For this reason, the organization accompanies people facing moments of life characterized by transitions and choices, by promoting and supporting mainstreaming actions, disseminating experiential methodologies and best practices with a gender approach, promoting the mainstreaming of gender equality at local, national and international levels in the VET system, training and in acti-

ITALY



www.cooss.it

COOSS Marche

It is the local center of the national network C.O.R.A. with which it shares, the methodological approach named "CORA Methodology", and the organization is accredited to the School Department of the Lazio Region to design and implement vocational guidance and training interventions aimed at teachers, administrative staff

COOSS is a Social Cooperative which works for care, assistance and promotion of the individual. We recognize as fundamental the right of each of us to have a fair quality of life and this is the reason why we study, we specialize and we work every day with health and care sector professionals. For us each person is a unique individual: his protection is our first purpose, that's why our motto is "in the center of our Coossmo there is you", in the firm belief that the peculiarities of everyone are a patrimony to protect and enhance. COOSS is born in 1979 and counts nowadays more than 2.500 associates; the territory in which we operate is that of Marche Region and the intervention areas we are competent are:

- Third age: management of rest homes and protected residences, private interventions at home
- Disability: interventions of educational assistance, rehabilitation, help to person at home or in our daily and residential structures
- Mental Health: support and assistance services
- Childhood: nursery schools, centers and services for childhood
- Addictions: prevention interventions and services, information, damage reduction, research, diagnosis and care
- Minors: youth aggregation centers, game rooms, emergency reception communities
- Immigration: services center for social integration
- Difficulties: assistance services, counselling and orientation, anti-discrimination initiatives, awareness events, information and training
- Orientation and work: help desk which provides services to the person of welcoming, information, redaction of Curriculum Vitae, guidance counselling to training and / or work, matching between request and job offer, relations with the public network and services to companies and to employers of promotion and scouting, information and access to services, counselling, matching between request and job offer.

SPAGNA



Instituto de Formación Integral
FORMACIÓN, PROYECTOS E INNOVACIÓN

www.ifionline.com

IFI - Instituto de Formación Integral

IFI - Instituto de Formación Integral S.L.U. belongs to Quando Desarrollo Empresarial Group, the parent society of a group of enterprises focused on the rendering of quality services to its clients, public and private entities both at national and European level. IFI carries out its activity in two main business areas.

- Vocational training, continuous and occupational training: IFI has successfully carried out and managed plenty of Training Plans. It is specialized in design, management and rendering of training courses in different sectors as well as the corresponding search of financing search

- Consultancy and projects: IFI, as a result of its wide experience in training courses, has carried out a service of consultancy and projects, characterized by a personalized customer service, individual monitoring, permanent attention and care of the aspects the client consider to be a priority. All this is intended to fulfil the highest quality standards.



www.prevalia.es

PREVALIA

PREVALIA CGP is a company, specialized in Occupational Health and Safety and in National and European Projects Consultancy. PREVALIA CGP is providing specialized services for Occupational Safety, Industrial Hygiene, Labour Ergonomics and Psycho-sociology and Health Surveillance.

PREVALIA has clients in all Spanish regions and territorial work centres in Madrid (headquarters), Toledo, Cataluña and Castilla La Mancha. At European Level, PREVALIA has established since 2010 an office in Bucharest, Romania, to carry on health and safety and projects consultancy.

In Spain, PREVALIA CGP has taken part in Occupational Health and Safety projects developed by a significant number of industrial and territorial associations. Among its clients are some of the main Spanish trade unions, employers association, public entities and enterprises. Since 2001 PREVALIA has developed more than 100 specific projects in the field of prevention of occupational risks, promoted by different social actors, among which are: CEOE, CEIM, CEAT, FIAB, AECIM, AFAMID, ASINTRA, ASEYACOVI, ASEME, FEDECARNE, CEFAC y ALDEFE. In the framework of the projects, PREVALIA has developed several tools that have been providing informative knowledge about obligations and responsibilities in the area of labor risks : Guides, posters, fact sheets, digital content.

BELGIUM



www.sireas.org/joomla/

SidAids – Migrants/ Siréas

SidAids – Migrants/Siréas is a health promotion service, founded in 1986 based in the Siréas organisation working on advocacy (migrants assylum seekers...). Sidaid sets up STI's and Hiv/ AIDS prevention programs aimed at migrants and refugees on the territory of the Federation Wallonia-Brussels and develop support programs for migrants living with HIV / AIDS . These programs are designed to address the specific vulnerabilities of migrant populations and the focus is on particularly vulnerable groups within communities (LGBT, PVVIH, women, undocumented people...)

The general aim of Vzw SIREAS, is to provide different form of help to anyone, especially migrants and refugees, regardless of race or philosophical opinion, political or religious.

Over the years, the activities and services developed by our organisation where adapted to the social, cultural and professional integration problems changing in Belgium and the socio-political situation in Europe and in the world.

The main objective of the service is to contribute to improved health for the migrant population, to participate in reducing the incidence of HIV / AIDS and its psychosocial impact among migrant communities and strengthening communities regarding the management of their own health, including promoting equal access for everyone to prevention, treatment , screening and care, and community involvement.

AUSTRIA



www.unternehmerservice.at

WIFI - Wirtschaftsförderungsinstitut der Wirtschaftskammer Österreich

WIFI, the Institute for Economic Promotion (Wirtschaftsförderungsinstitut) is a department of the Austrian Economic Chamber (WKO).

WKO is the legal representative of the Austrian business community with some 350.000 members. WIFI is the largest provider of vocational training and advanced education in Austria. WIFI also develops innovative educational products in demand of the market and is a leader for design of new teaching methods and learning processes. WIFI is certified according the quality standard ISO 9001.

		<p>WIFI Educational Management coordinates all Austrian regional institutes and develops new educational products in the fields of management, corporate leadership, personality development, languages, business economics, IT, technology and innovation.</p> <p>Customised personnel and skills development packages are put together for businesses and implemented on-site by in-house training courses.</p> <p>WIFI SME Support Centre is active in the fields of raising national and European funds for economic promotion of SMEs and as well dedicated to SMEs in the domain of awareness, events, information and consulting.</p>
<p>BULGARIA</p>		
 <p>www.generations-bg.eu</p>	<p>Association Generations</p>	<p>Association GENERATIONS is an organization for adult education from Sofia, Bulgaria. Our Association works for people from all ages, by building social bridges, addressing variety of topics related to an aging workforce and intergenerational learning- to develop and realize soft skills trainings, diversity management, to enhance work-life balance and the compatibility of work with care-giving responsibilities. We try to assist the process of managing the differences in the light of the demographic changes. We do research, develop and implement the experiences, principles and policies, connected with coexistence and communication between different communities, the principles of civil society and gender mainstreaming, European policies and values, contributing to building social bridge in the frame of the implemented LLL projects.</p>

Learn More..

A soon will be online the Diversities@Work website www.d-work.eu. The website, available in Italian and in English, shall feature a public area – containing information about the Project – and a private area reserved for the Project Partners and for the direct and indirect Targets of the Project, as well as all other possible beneficiaries of LGBT Diversity-related information in companies and Firms. The web site shall allow accessing: the multi-language E-learning Section, where it shall be possible to use the LGBT Diversity Tools and methodologies intended for companies and firms; possible discussion forums and communities on the social media.

Accessing www.d-work.eu you shall also download this Newsletter and next issues. So please visit our website and stay tuned! :-)