



NEWSLETTER N. 3 May 2016

The adaptation of the tools and methodologies of Crossing Diversity



During the Second Transnational Meeting in Sofia the Diversities Partners @ Work started the work of adaptation of the Good Practice starting CROSSING DIVERSITY which, remember, was paid to the school, to / teachers and operators psycho-social health and / to boys / girls. In this new ERASMUS + project, in fact, the Partnership has the task of adapting the tools and methodologies contained in the kits made with the previous EURIALO project to the world of work. To better understand how to adapt CROSSING DIVERSITY companies, it was carried out a SWOT analysis of Good Practice and were

organized focus groups and interviews in all partner countries that have seen the involvement of HR managers, Entrepreneurs / trici, workers / trici. They were asked to evaluate the manual and 9 maps that had been built for the school, and to imagine a development and use for their daily work, as a tool to counter discrimination against colleagues / ghe LGBT and promote the well-being and enhancement work.

(See pag. 1...)



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The new Partners GESEME and COGAM

Following the exit from the partnership of the Spanish Prevalia organizations and IFIs, they have become part of the consortium of Diversities @ Work two new Spanish bodies: GESEME and COGAM.

GESEME took over Prevalia thanks to the continuity given by fellow Florin Dobra that, in the transition from the previous to the new company, has been able to involve in our project his new employers. COGAM, however, already partner of EURIALO project, was called to enter Diversities @ Work from CIRSES, by virtue not only of its core competencies, the good past collaboration. Both new partners were able to start their work from February 2016, following approval of the amendment that ISCON had to ask Erasmus + Italian National Agency to make design.

But who are the new partners Diversities @ Work? Let's find out together! (See pag. 2...)

The adaptation of the tools and methodologies of Crossing Diversity

(Continue from pag. 1)

The meetings have also had the aim to raise awareness among companies on the topic of Diversity LGBT, as emerged very often, is an argument for anything regarded or treated superficially only within business environments "more evolved" which implement in-house Diversity Management policies and measures.

The main common elements emerged from the comparison with / participants of all focus groups and interviews conducted by the Partners were as follows:

- ◆ Lack of real awareness of what can be present and serious discrimination against LGBT people in the workplace + Skepticism about the need to treat the Diversity LGBT + with ad hoc tools
- ◆ Discrimination through the use of offensive / inappropriate words to colleagues / LGBT + and a need for a "non-discriminatory language" to use in the workplace
- ◆ Importance of a glossary to know and use correctly the terms to define and describe the LGBT +
- ◆ Strong need for successful models and best practices to follow

In light of these points, for the adaptation of the Handbook and Thematic maps Partners they have therefore decided to focus attention on

- ⇒ The clear statement of the objectives that the new manual and new maps intend to fix for companies
- ⇒ The enhancement of the aspects of convenience in terms of business for companies which implement policies and measures for LGBT Diversity / the own / and workers / trici
- ⇒ Curing in an even more in-depth chapter dedicated to the Appendix Glossary Manual, in which place, where necessary, terms that help / the recipient / and understand the proper use of the words that define in a correct and respectful diversity LGBT
- ⇒ The collection of good practices relating to companies who have had successful experiences for the inclusion and enhancement of LGBT + between their employees / co-workers



GSM 1996 SL – an organisation made up of prevention and occupational health specialists – places special focus on social wellbeing and on the health of people. It

makes resources and instruments to carry out sport and social activities available.

GSM 1996 is strongly committed to providing a new idea of business, based on innovative and sustainable solutions. It offers its customers solutions through specialists that provide a wide range of services, in Spain and internationally.

GSM 1996 is a part of GESEME GROUP, a company with solid business lines and sufficient own resources.

GSM 1996 is a limited company with internal shareholders and different lines of business, including projects, occupational risk prevention, occupational medicine and medical assistance.

GSM 1996, is specialized in Occupational Health and Safety and in National and European Projects Consultancy, providing specialized services for Occupational Safety, Industrial Hygiene, Labour Ergonomics and Psycho-sociology and Health Surveillance.

In Europe, in 2014, GSM 1996 opened an office in Bucharest (Romania), in order to pursue its objectives and continue its health and safety projects and consultancy activities.

In Spain, GSM 1996 SL participated in health and safety projects developed by a significant number of industrial and local associations. Among its customers are some of the main Spanish trade unions, workers associations, public entities, and companies.

In the framework of its projects, GSM 1996 SL developed various tools that provided information on and spread knowledge of obligations and responsibilities relating to risks at work.

For more information, please go to: www.geseme.com



COGAM is an independent, non-profit, democratic, participatory, inclusive organisation, pursuing the following main goals:

- Defending human rights as defined in the UN Charter, in particular those of lesbian, gay, transsexual, and bisexual people, their human dignity, their freedom to be who they are, their quest for social equality and their right to live free from discrimination.
- Working to make society more inclusive and respectful, by promoting conditions allowing people to truly enjoy freedom and equality, both as individuals and as members of society.
- Promoting full legal and social equality for all people, regardless of their sexual orientation, gender identity, or emotional/sexual relationships with other consenting persons.
- Working to eradicate any homophobic and transphobic behaviours, as well as discrimination vis-à-vis people who live with HIV.
- Working in order to promote the right to all HIV-positive people to access public healthcare, psychological counselling, and free social services.

Among COGAM's activities are also socialisation groups, help and support groups.

Furthermore, the Organisation also works with schools, providing information on HIV and sexually transmitted diseases.

For more information, please go to: www.cogam.es

- *The reorganization of the contents of the Handbook and Thematic maps*

After attaching the lines for fitting CROSSING DIVERSITY, Partners have therefore defined collegially the new table of contents of the new toolkits and methodologies for LGBT Diversity

It was decided that the new Manual would treat issues related to diversity, Diversity Management and specific that it assumes when it specifically addresses the LGBT Diversity. Partners have also determined that, compared to previous kits, thematic maps will be 5, inside of which will be addressed certain issues relating to sexual identities, coming out in the workplace, the promotion of LGBT diversity as an element that favors organizational well-being in business, how to concretely implement the Diversity LGBT in their business context.

The Maps will follow the original structure of CROSSING DIVERSITY and will therefore be accompanied by exercises that help to get in an experiential way and participated in the topic treated in order not only to promote an understanding of the cognitive aspects but to allow contact with the emotions that issues not neutral, that touch people's sensitivity, such as those concerning the identity and sexual orientation, can arouse.

The Tird Transnational meeting and the Multiplier event in Vienna

- *The Partnership Meeting*

On 18 and 19 April 2016 were held in Vienna (Austria), organized by WIFI, the third transnational meeting and the second multiplier project event. They took part in the meeting all partners with the new GESEME and COGAM. This meeting was focused on discussion and sharing of content adapted of the original product Crossing Diversity.



The partners have had the opportunity to re-discuss in a collegial way the structure of the new Manual of Maps, the order of the agenda, the way they propose some issues in order to enhance the impact for companies. Also on this occasion, also the expert CIRSES and Cora Roma have proposed to partner an experiential group work based on one of the instruments inserted inside one of Thematic maps: Memory.

The exercise aims to fix concepts and keywords related to LGBT issues +, solving verbal stereotypes and false beliefs.

The carrying out of this experience has therefore allowed the partner to share the terms and concepts contained in weaving year, is to consolidate relations between the original

members of the partnership, encouraging the inclusion of new GESEME COGAM and partners who have found to participate for the first time at a meeting with the partnership.



- *Il Multiplier Event*

The April 18, 2016 has since played the dissemination seminar. and guests such as external experts (representatives of the Department diversity of the Chamber of Commerce of Vienna and 'organization "Business Women queer"), who explained their experiences in launching and managing the "Meritus Award" (best practices and measures implemented by organizations and by the award-winning companies, the award criteria, dissemination strategies and marketing tools for the prize). The debate has also focused on issues relating to the implementation of Diversity Management in SMEs, as well as on measures to raise awareness of Human Resource Officers, teachers and trainers on Diversity.

CIRSES and COOSS Marche at the Conference for the International Day Against Homo-Transphobia



On 17 May 2016, from 15 to 19 at the former Sala City Council of Ancona, on the occasion of the International Day Against Homo-Transphobia, the Anti-Violence Counselling Centre and Anddos of Ancona she has promoted the conference entitled "homophobia, Violence and discrimination for Sexual Orientation". The event was held thanks to the collaboration between Anddos (National Association against Discrimination of Sexual Orientation), COOSS Marche, CIRSES, and the Office of the Effective Equality Councillor of the Province of Ancona (Dr. Pina Ferraro).

The Conference, Sponsored by Ombudsman Marche Region, the Regional Commission for Equal Opportunities, Municipality of Ancona Department of Equal Opportunities, Regional Order of Psychologists of Marche, Centre for Research and Training in Forensic Psychology (University of Urbino) and Forensic Union for the Protection of Human Rights - section Marche, represented a valuable opportunity for exchange and multidisciplinary discussion on the issue of discrimination towards people lesbian, gay, bisexual, transgender, the joint role that the associations present in the territories, research agencies, companies, institutional bodies for the protection of equal opportunities and representing figures called the psychological and legal support of homosexual and transsexual people they should have to fight with the homo-transphobia that still affects the school environment and the workplace. For this, CIRSES and COOSS Marches have made two speeches during which they explained the purpose of Diversities @ Work project, the ongoing activities anticipating the contents of the Diversity of tools and methodologies LGBT kit adaptation phase. Compared to that product it was noted a strong public interest in the event participant. Some people have asked to be contacted via e-mail once it is implemented, the Area E-Learning site through which to enjoy the new manual and new thematic maps.



The conference, finally, was an important opportunity for networking with the associations and member organizations which we hope will further support the dissemination and impact in the medium and long term of the final product of the project.

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 an 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! :-)