



DIVERSITY CHARTER CYPRUS
By the Center for Social Innovation



Part of the European Platform of Diversity Charters,
by the European Commission



EU official representative in Cyprus

INFO PACK

DIVERSITY CHARTER CYPRUS

Diversity and Inclusion in the Workplace

[Diversity Charter Cyprus](#) is part of the [European Platform of Diversity Charters](#) by the [European Commission](#).

EU official representative in Cyprus: [Center of Social Innovation](#): Center for Social Innovation (CSI)

The [Center for Social Innovation \(CSI\)](#), as the EU official representative of the Diversity Charter Cyprus (DCC), which is part of the European Platform of Diversity Charters of the European Commission, aims to promote diversity and inclusion in the workplace, ensuring equal opportunities for all employees by fostering diversity thinking and implementation of inclusive practices.

Diversity Charter Cyprus

Diversity Charter Cyprus offers detailed information and guidelines, encouraging public and private organisations, businesses, companies, institutions and any other type of entity in Cyprus (from here on referred as “organisations”) to develop and implement diverse and inclusive policies in the workplace, making it a valuable tool to combat discrimination and promote equality at work.

The DCC does not incorporate any financial or legal responsibility for compliance with its terms. It provides a **Memorandum of Understanding** and a **Guide**, and it generates an ethical, voluntary



**Center for Social
Innovation**

Center for Social Innovation
Rigenis 62, 1010, Nicosia, Cyprus
www.csicy.com | info@csicy.com | +357 22 610 712

commitment to every signatory, which, following the guidelines offered by the Charter and its benefits, should develop and promote diverse and inclusive policies and practices to ensure equal opportunities for all employees in the workplace.

By signing the DCC, your organisation becomes an honorary member of the national network of the Diversity Charter Cyprus and the [European Platform of Diversity Charters](#), offering opportunities for exchange of good practices, international recognition, synergies, access to international events, publications and supporting tools for benchmarking, measuring and monitoring, and a vast, high-level peer network of institutions and experts.

The Charter is offered gratis and can be easily and directly signed digitally via electronic signature

(due to COVID-19, face-to-face meetings and events are strictly avoided). When the signed Memorandum of Understanding is received, the CSI Team of Experts will disseminate the event to the press, as well as the social media. Our Team of Experts will always be at your disposal for a constructive discussion and clarifications on any points or questions you may have.

By signing the Diversity Charter Cyprus, the company or organisation will enjoy the following **benefits**:

1. Practical Guide

The DCC is accompanied by the Practical Guide, which includes explanatory information on diversity management and inclusion in the workplace, as well as best practices at national and international level, and is available in Greek and/or English language, depending on the needs of the organisation.

2. Online Training

For every organisation that decides to become a member of the Charter the Center for Social Innovation Team of Experts offers a free, one-day online training. The training is offered upon communication and arrangement with our Team of Experts, and it is available in Greek and English language, while it can be tailored to the specific needs and requirements of the organisation.

Online Training Program

1. The Concept of Diversity & Inclusion
Diversity and Inclusion in the Society and Organisations: The Dimensions of Diversity
The Benefits: Why Diversity & Inclusion within the workplace is important?
2. Diversity Management in Organizations

What is Diversity Management in Organisations
Challenges of Diversity Management: Organisational, Cultural and Psychological
3. Diversity Management and the Journey of the Employee in the Organisation
Attraction of Diverse Workforce and its Inclusion. Employer Brand/Reputation
Diversity Hiring: Selection Criteria and Job Interview
Inclusive Employee Performance Management: Training, Career planning, Equal Pay
Diversity & Inclusion and Work Environment: How to Create an Inclusive Work Environment
Diversity Management & Labour Relations Cancellation Stage: Exit Interview, Outplacement support
4. Sustainable, Diverse and Inclusive Culture in the Organisation
Diversity and Inclusion Friendly Culture in the Organisation
KPI's for monitoring of Diverse and Inclusive Culture Development in Organisation
Values and Competences Needed within the Organisation to Build a Diversity & Inclusion Culture

3. E-Learning Platform

The Diversity Charter Cyprus, in collaboration with the European Erasmus+ project [DIMAIN](#), offers an open, interactive, e-learning platform providing to the interested users a free supplementary training with additional theoretical and practical material, further readings, questionnaires, useful checklists and quizzes.

4. Official Digital Badge

Finally, by signing the DCC, the Center for Social Innovation provides the signatory with an Official Digital Badge, which can be used on the company's official online profile, media and documents.

For further information please visit www.csicy.com or contact **Panayiota Constanti**, Senior Manager of the Diversity Charter Cyprus, at panayiota.constanti@csicy.com, or +357 22 610 712.

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