



European
Commission

Diversity and inclusion in the workplace

Action plan 2023 - 2024



Fact Sheet on the Diversity and inclusion in the workplace Action Plan 2023-2024

CONTEXT

- Key HR strategy commitment
- Builds on and expands existing commitments towards equal opportunities, diversity and inclusion in the Commission
- Coordinated with other HR actions such as the anti-harassment package, BeWell campaign, EPSO equality and diversity action plan
- Contributes towards making the Commission a more attractive and respectful workplace

PROCESS

- Key insights gathered from the Diversity and Inclusion survey in March 2021
- Participative process in drafting and adoption in cooperation with:
 - Staff associations and staff representation, the Commission's Joint Committee on Equality and Diversity (COPEC)
 - HR services and other central services
 - Political and corporate governance approval
- Adopted by Director-General DG HR for two-year period 2023-2024
- Regular monitoring and reporting by the Diversity and Inclusion Office (DIO)

CONTENT

CROSS-CUTTING ACTIONS

- **Management** – support managers in their leadership role promoting diversity and an inclusive workplace
- **Selection and recruitment** – increase staff diversity through outreach, revise recruitment guidelines, screen data
- **Learning and development** – develop a targeted diversity and inclusion learning offer for managers, HR professionals and all staff
- **Communication and awareness-raising** – keep diversity and inclusion issues at the forefront of the Commission
- **Data collection** – improve our knowledge and measure progress

TARGETED ACTIONS

Zero-tolerance approach to any type or form of discrimination

- **Gender** – gender balance in management and beyond
- **LGBTIQ** – promote inclusive environment for all, provide targeted support
- **Racial and ethnic origin** – better attract, support and include ethnic minority staff so that our own workforce better reflects the societies we serve
- **Religion or belief** – promote inclusive environment for all
- **Disability** – fully accessible workplace, support for individuals and managers
- **Age** – intergenerational focus

NEXT STEPS

- Regular monitoring, reporting and communication by the DIO
- Repetition of the Diversity and Inclusion survey at the end of the implementation period
- Evaluation report by DIO at end of implementation period