

# Program Diversity Summer School – IDSS 2013

22. – 26. July 2013, Vienna

<http://www.forum-european-diversity-management.eu/events/>

**Monday, 22 July 2013**

## **The bigger picture**

Gabriele Sauberer

The first day of the international diversity management summer school is dedicated to the “bigger picture” of diversity management within (corporate) social responsibility (CSR) and applied sustainability. In an inspiring key note speech Austrian pioneer Alfred Strigl will give an overview of current trends and achievements in CSR and sustainability – and how diversity management (DiM) is related to it. Then Gabriele Sauberer, initiator of the first diversity management standard (ÖNORM S 2501), will introduce new and complementary ways of

- certifying organisations doing DiM in practice and
- harmonizing skills and competences of Diversity Managers.

Gabriele Sauberer will present:

- the certification scheme of Human Diversity Management Systems (HuDiMs© developed by the Forum European Diversity Management) with audit criteria to demonstrate how DiM can be implemented in existing Management Systems and Integrated Management approaches of organisation, and
- the so-called skills card with performance criteria for the job role (additional competence) of an ECQA Certified Diversity Manager, elaborated by the European Certification and Qualification Association ECQA ([www.ecqa.org](http://www.ecqa.org))

**Tuesday, 23 July 2013**

## **Diversity Management: Organisational Culture and Communication**

Nadja Schefzig

On the second day the following issues will be addressed:

- Is diversity management limited to the core dimensions (age, gender, religion, disability, sexual orientation, ethnicity) or can we create a bigger picture?
- How can we develop a vision of an authentic organizational culture of diversity, that fosters plurality, individuality, trust and cooperative collaboration? And how can we put this vision into practice?
- What is the role of leadership within such an organizational culture of diversity? And how can well-known (leadership) skills like communication or conflict management skills support the integration of differences and diversity within the organizational culture? Eventually - in which way can a conscious, respectful communication that is sensitive to the varying values, attitudes and behaviour of others (diversity) contribute to an organizational culture of diversity?

**Methodological framework:** Theoretical inputs, first-hand-information about good practice, interactive discussions and creative group-work.

**Wednesday, 24 July 2013**

## **Diversity Performance and Measurements**

Norbert Pauser

As we are prompted to develop a solid unity within Diversity, processes of (dis-)integration are emerging rapidly. Diversity & Inclusion appears to be more than focusing on the core dimensions: it is the management of meta-trends.

But how can Diversity Management be incorporated in internal structures and processes? DPMM (Diversity Performance Measurement & Management) offers access to a Diversity structure that allows a thorough handling of all levels of the process.

Based on Diversity Key Performance Areas, that can encompass all areas of the company, the process results in a so-called Diversity index. This index structures all Diversity Management actions transparently and comprehensibly.

Only what gets measured, gets done.

**Thursday, 25 July 2013**

**Current projects and best practice**

Heidrun Wehmeyer, Jutta Witzel

On this day best practices and current projects will be discussed. Participants of IDSS 2013 have the opportunity to submit two kinds of projects: Either a project he or she would like to have feedback on from the experts of the Summer School. Or a project which can be used as best practice example. Participants can send a description of the project and their organization to the organizers of IDSS.

There will be two sessions in the morning to discuss current projects and one session in the afternoon to present and discuss best practice examples. Interesting results and conclusions will be presented in the wrap-up round with all participants.

**Methodological framework:** First the speakers selected to present a project or best practice example will give a short presentation in the plenary. Then the participants select the project they are most interested in and go to the respective work group. The project will then be presented and discussed extensively in the group. There will be various rounds of discussions so that each participant has the opportunity to get to know two or three projects in detail.

**Friday, 26 July 2013**

**Global Manifesto on Human Diversity**

Norbert Pauser

The idea of diversity is based on human rights. They are a common standard of achievement for all peoples and all nations. It leads to an understanding that every individual and every organ of society is secure in its individual well-being. We want to look at the implications of the term diversity in order to explore a common understanding of global human diversity. What does it mean and which standards are ready to be set?

In a step-by-step process we will explore the ideas with the participants of IDSS and inputs from people all over the world. There will be a world-wide call for opinions on diversity in January 2013. The input of the call will be presented in a big workshop on 26 July 2013. All dimensions will be represented in order to come up with a Global Manifesto on Human Diversity as a ground-breaking outcome of the IDSS 2013. The manifesto will be handed over to the United Nations.