



Celebrating EU Diversity Month 2026

How can I take part?



“Diversity is not a cost or a compromise. On the contrary, it is Europe’s competitive edge, the fuel for innovation. When people with different stories, genders, ages, nationalities, and experiences sit around the same table, innovative ideas spark to life and better decisions follow. Inclusive hiring is good for business. It is how we build stronger societies where everyone gets a fair shot to succeed.”

Hadja Lahbib

European Commissioner for Equality

Introduction

European Diversity Month is organised by the European Commission through the European Platform of Diversity Charters together with its members and their signatories.

The main objective of the European Diversity Month is to promote diversity and inclusion in the workplace and across society by bringing together different stakeholders - Diversity Charters, small and large employers, private companies, public organisations, and non-profit associations around a shared goal.

Regardless of whether you are a signatory to a Diversity Charter or not, this month is your opportunity to demonstrate your commitment, celebrate, and promote diversity in the workplace and beyond. It's a time to raise awareness of the benefits of diversity and inclusion and to showcase their positive impact on your organisation.

Get involved by organising internal events for or with your employees, host open events for the public, customers, or suppliers, or use social media to spread your message. Promoting diversity and creating inclusive workplaces is a continuous effort, but participating in European Diversity Month is a fantastic way to make your efforts visible.

This guide provides a wide range of ideas on how to engage your employees and stakeholders, making the most of this opportunity to champion diversity and inclusion.



Ongoing commitment

European Diversity Month is a great opportunity to formalise your organisation's commitments to diversity by:

- Enshrining **diversity as key value** of the organisation.
- Aligning it with your organisation's **mission and strategy**.
- Including the commitment to **diversity and inclusion in official documents**, e.g. organisation's D&I statement, code of conduct, contracts with suppliers, etc.
- **Signing a Diversity Charter**.
- **Communicating** internally and externally of your diversity and inclusion efforts and metrics with concrete data.
- **Creating internal networks** focused on different aspects of diversity.
- **Appointing a dedicated diversity officer**.
- **Setting up a diversity working group and/or steering committee** for diversity projects.

Reasons for taking part in European Diversity Month

Enhance Visibility

Highlight the value of diversity among your staff, customers, suppliers, and the public, and raise awareness of its benefits.

Lead by Example

Reinforce your reputation and take a stand for diversity and equality. This will pay off in recruiting and retaining talent, attracting new customers, and increasing profits.

Strengthen Relationships

Build stronger connections with your employees, suppliers, business partners, and customers.

Join a Network

Become part of a European-wide network—together, we can make a difference!



Promoting inclusive markets: Fostering inclusive hiring practices

In recent years, Europe has faced profound social and economic shifts that have reshaped labour markets and intensified pressures on workers. Despite strong EU legislation guaranteeing fair treatment for all, discrimination in hiring practices remains widespread, undermining confidence and limiting opportunities. These challenges not only affect individuals but also weaken trust in the fairness of our societies.

The scale of the problem is clear. In 2021, over 5.23 million women in the EU reported feeling discriminated against at work - far more than the 3.63 million men who reported the same. Older workers between 30-54 and 55-74 experienced the highest levels of discrimination, while young people reported it least. People born in the reporting country but with both parents born abroad faced the steepest barriers, with discrimination rooted mainly in foreign origin. Candidates with disabilities are, on average, 41% less likely to receive a positive response to a job application, and racialised and ethnic minority candidates receive around 29% fewer callbacks.

Discrimination can also occur for reasons beyond the protected grounds - such as marital status, income level, or place of residence - and can be compounded when multiple factors intersect.

Older women, for instance, may face a unique combination of biases that heightens their vulnerability in the labour market. Understanding intersectionality is essential to tackling hiring discrimination in all its forms.

These patterns are more than statistics - they shape people's lives. Hiring discrimination can fuel isolation, stress, and anxiety, distort career paths, and deny individuals employment opportunities, thereby leaving them in precarious economic situations.

Fair recruitment is not just a legal obligation; it is also the foundation of a diverse, innovative workforce. Inclusive hiring strengthens social cohesion, drives economic performance, and ensures that everyone has a fair chance to succeed.

It is both a moral duty and a competitive advantage.

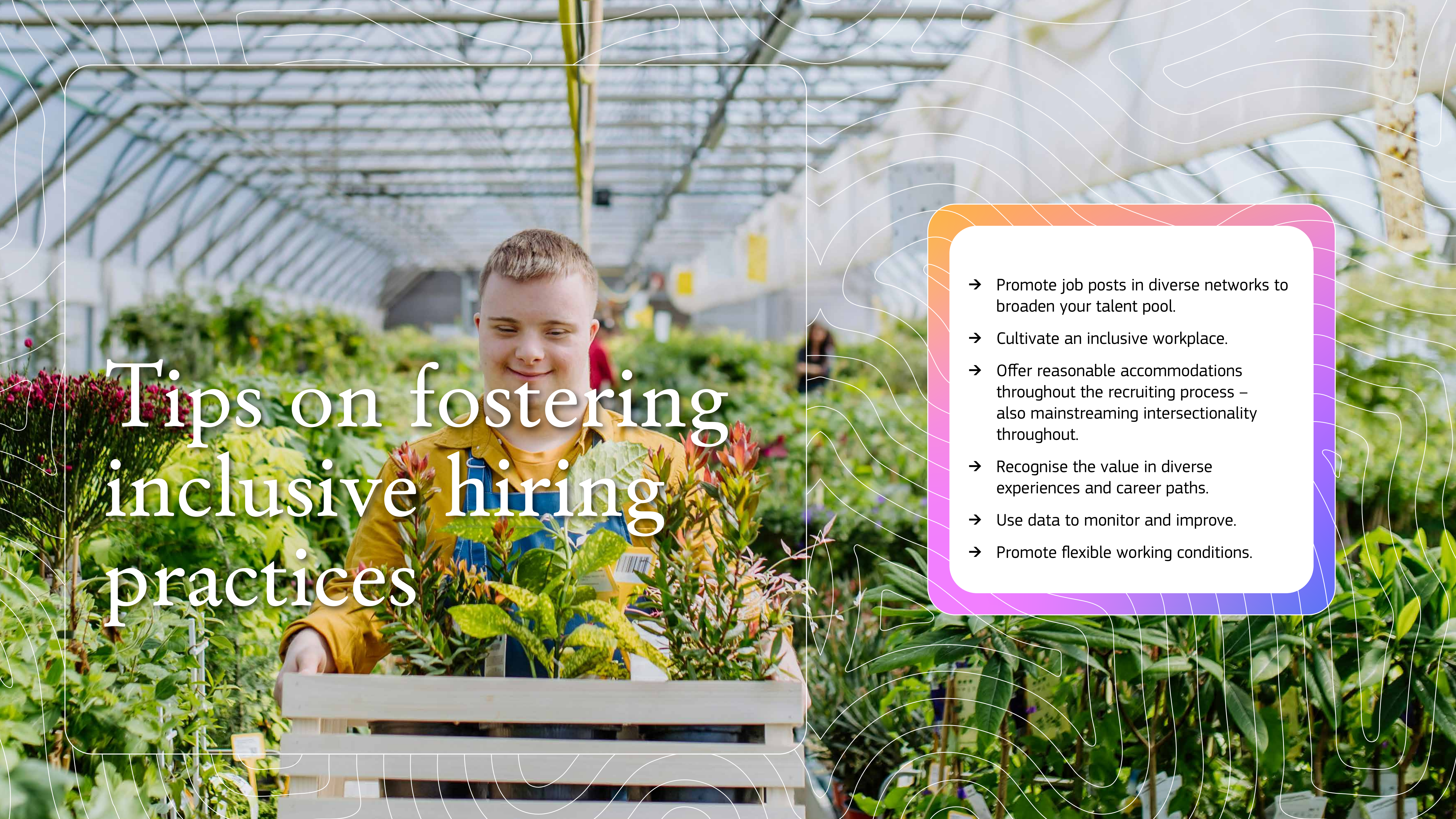
Legislation is vital in the fight for equality, but it is not enough on its own. This is why the **2026 European Diversity Month focusses on promoting and strengthening inclusive markets and workplaces.**

Hiring practices are a key component of this initiative to ensure that equal treatment becomes a reality for everyone.



How to avoid discrimination in hiring practices?

- **Use clear, objective job criteria:** Avoid vague or subjective criteria for the role that can open the door to bias.
- **Write inclusive job description:** Use neutral language, avoid age-coded terms (energetic, young, etc), and ensure that requirements are truly necessary rather than based on assumptions.
- **Standardise the recruitment process:** Apply the same interview questions, evaluation grids, and decision-making steps to all candidates. Consistency reduces unconscious bias.
- **Ensure diverse hiring panels.**
- **Rely on structured assessments and skills-based test:** Evaluate candidates on what they can do rather than subjective impressions.
- **Actively try to counter unconscious biases.**
- **Apply blind recruitment procedures as much as possible:** Removing names, photos, age, or nationality can significantly reduce initial screening bias.



Tips on fostering inclusive hiring practices

- Promote job posts in diverse networks to broaden your talent pool.
- Cultivate an inclusive workplace.
- Offer reasonable accommodations throughout the recruiting process – also mainstreaming intersectionality throughout.
- Recognise the value in diverse experiences and career paths.
- Use data to monitor and improve.
- Promote flexible working conditions.

Checklist for European Diversity Month Participation

- Choose your focus:** You can select a specific day, week, or the entire month to concentrate on diversity in your organisation.
- Coordinate with national events** and align your activities with your country's National Diversity Day/Week. Contact your national **Diversity Charter** for more information.
- Encourage your employees** to contribute ideas and get involved in planning. This ensures participation and fosters innovation.
- Clearly define the aim** of each action (raising awareness, sharing skills, informing, etc.).
- Organise events:** Plan and host online events for your staff or public events open to everyone.
- Involve your staff** in organising, logistics, and awareness-raising activities. Using real people in posters, videos, and articles creates a stronger message.
- Reach out to experts,** NGOs, and companies that focus on the diversity topic you want to cover in your training or workshop.
- Ensure you **document your activities** with photos, videos, and documents.
- Make sure everyone feels respected** and welcome in the planned activities, allowing them to participate to the extent they feel comfortable.
- Always **ask for feedback,** and after you do, evaluate impact and share the results with your networks.
- Commit to inclusivity and diversity beyond the month. Use the momentum to build long-term initiatives so the efforts continue after May.

A woman with grey hair tied back, wearing a white t-shirt and a blue denim apron, is smiling and looking down at a wooden project on a workbench. A man with a beard and long hair tied back, wearing a light blue shirt and a dark blue apron, is leaning over the workbench, focused on his work. The background is a workshop with various tools and wooden pieces. The image is framed by white decorative lines.

Practical ideas how to promote diversity in the workplace

AWARENESS CAMPAIGNS AND LEADERSHIP INVOLVEMENT

- Launch a company-wide **awareness-raising campaign** that can also be shared with external stakeholders.
- Create a **video message or a blog post by your CEO or senior management** which stresses the importance of diversity and inclusion.
- Launch a **solidarity campaign** that highlights and supports marginalised or underrepresented groups within your organisation or community.
- Integrate **diversity messages** into internal and external communication throughout the month.

EMPLOYEE NETWORKS AND WELL-BEING

- Facilitate the creation of **employee networks** dedicated to various aspects of diversity.
- Make concrete changes to the workplace environment and invest in **employee well-being**. Ensure that the employees are actively involved in this process.
- Offer **diversity mentoring programmes**.
- Launch an organisation-wide (anonymous) survey to **better understand the needs of your employees**.

LISTEN AND SHARE PERSONAL STORIES

- Create a platform for employees to share **personal stories and experiences** (articles on the intranet, informal discussion groups, storytelling podcast or short video series, and online workshops with external partners).
- **Publish personal or inspirational stories** about diversity and inclusion from your employees or write an article that reiterates the values of your organisation.
- Conduct **interviews with company professionals** who are renowned for their competence in diversity, discussing the challenges they have faced, the main lessons learned, and their achievements. Share these stories on social media.

SURVEYS AND FEEDBACK MECHANISMS

- Launch a survey to gather **feedback from employees** on your company's diversity policies. Consider doing that on a regular basis to remain informed on your employees' experiences and needs.
 - **Hold follow-up focus groups after survey results** to explore key themes in more depth and co-create solutions with employees.
- Create and implement **clear and discrete processes for reporting** cases of discrimination.

SHOW YOUR SUPPORT FOR #EUDIVERSITYMONTH

- Add a **promotional text to your email** signatures, such as: “Everyone should have the right to be who they are, no matter where they are. Let’s celebrate diversity together!”
- **Create short video clips** featuring your employees that highlights diversity within your company, how you encourage it, and how it is integrated into your inclusion policy. Share this video on social media platforms like LinkedIn, Facebook, and Instagram to reach a wider audience.
- Add an **online banner to your website**, such as: “Let’s celebrate European Diversity Month together”.
- **Share promotional messages** on your company’s social media and encourage your employees to do the same on their personal accounts. Tag **#EUDiversityMonth**.

COMMUNICATION AND INFORMATION SHARING

- Keep your employees informed and engaged by using the intranet to share **relevant news**, updates, event invitations related to diversity.
- Prepare a special edition of your **newsletter dedicated to May as the month of Diversity**, featuring tips and activities to foster the spirit of inclusion, and to start conversations about the topic.
- **Invite employees to share their views** of the inclusive practices at your workplace and share these stories in newsletters or on social media.
- Invite your employees to contribute to **wall posters** (or a virtual whiteboard), sharing how they support the organisation’s diversity. Share these posters on social media or create a “wall of good thoughts/wishes”.
- **Produce and distribute brochures or flyers** on diversity and inclusion for employees and stakeholders.
- Design and promote an **e-learning module** on diversity and inclusion. Utilise resources from your diversity charter or develop new content.

INTERNAL EVENTS

- Organise (online) **networking meetings** or breakfasts with diverse and inspiring speakers to raise awareness of diversity and inclusion.
- Organise (online) **training sessions, workshops and seminars** on diversity topics, unconscious bias, workplace discrimination or inclusive language. Include tailored sessions for managers to ensure they lead by example.
- Launch an (online) **photo exhibition** themed “What does diversity mean for your employees?”
- **Organise regularly online coffee chats** where management can demonstrate their active support for diversity in the workplace.
- **Host an all-company conference** on diversity, involving senior management. Focus on general diversity topics or specific aspects relevant to your organisation.
- **Screen diversity-themed films, concerts, or theatre performances**, followed by group discussions to deepen understanding.
- Connect with employees outside the walls of your company through **sport activities**, such as a thematic Diversity Walk. Discuss diversity and inclusion topics and invite inspiring speakers from the world of sport.
- **Organise games, competitions or quizzes on diversity** for your employees, with some symbolic prizes for the winners. These could also be extended to your external stakeholders.
- Host a **‘buddy’ event** where colleagues can get to know and learn from each other. It is a good idea to prepare some questions or a task together beforehand.
- Organise an **‘in my shoes’ day**, allowing employees to experience a workday from the perspective of a colleague with a different background, such as someone with a disability or of a different gender or origin.
- Organise a **literary** evening during which participants can explore the topic of diversity through a book focused on some aspect of diversity. After reading the text together, the participants could have a group discussion and share their thoughts on how this story has furthered their understanding of diversity.
- **Celebrate Cultural Diversity Day** with a workshop focused on improving intercultural awareness. Discuss the value of cultural diversity, the importance of intercultural dialogue, and the need to combat stereotypes and prejudices to enhance cooperation and understanding.
- Provide opportunities **to learn about different cultures** (foods, religions, languages, etc.).
- **Heritage Months:** Celebrate various heritage months (e.g., Black History Month, Pride Month, Hispanic Heritage Month) with educational events, guest speakers, and themed activities.
- **Cultural Dress Days:** Host themed dress days where employees are encouraged to wear traditional attire from their cultures.
- Organise events or initiatives that **demonstrate solidarity with local communities**, such as volunteering for local charities or participating in community service projects.

PUBLIC EVENTS AND EXTERNAL INITIATIVES

- **Host public events such as Diversity Run or Diversity Awards** to promote diversity and inclusion, bringing together your employees and the community.
- **Organise round-table discussions** with specialists in diversity and inclusion.
- **Launch special products or services** for European Diversity Month. Create special editions that reflect your commitment to diversity and inclusion, highlighting the actions your organisation takes to support these values.
- **Form partnerships with local NGOs, schools, local authorities, and other companies** to share expertise and ideas.
- **Encourage mentoring** for jobseekers with diverse abilities and skills
- **Volunteer** as an organisation or facilitate volunteering opportunities for your employees during working hours throughout European Diversity Month.
- **Organise virtual open days** to interact with your clients and the public. Use these sessions to showcase your diversity and inclusion initiatives and engage with a wider audience.
- **Sponsor and/or participate external events**, such as local Pride activities.
- **Publish an annual diversity impact report** summarising your organisation's initiatives, progress, and commitments, and share it publicly to inspire others and encourage accountability.



Communication tools

OUR KEY VISUAL

→ Generate more visibility with our key visual: you can use it in your communications, in your own promotional flyers or on your website.

You can download the visual in all the languages [here](#).



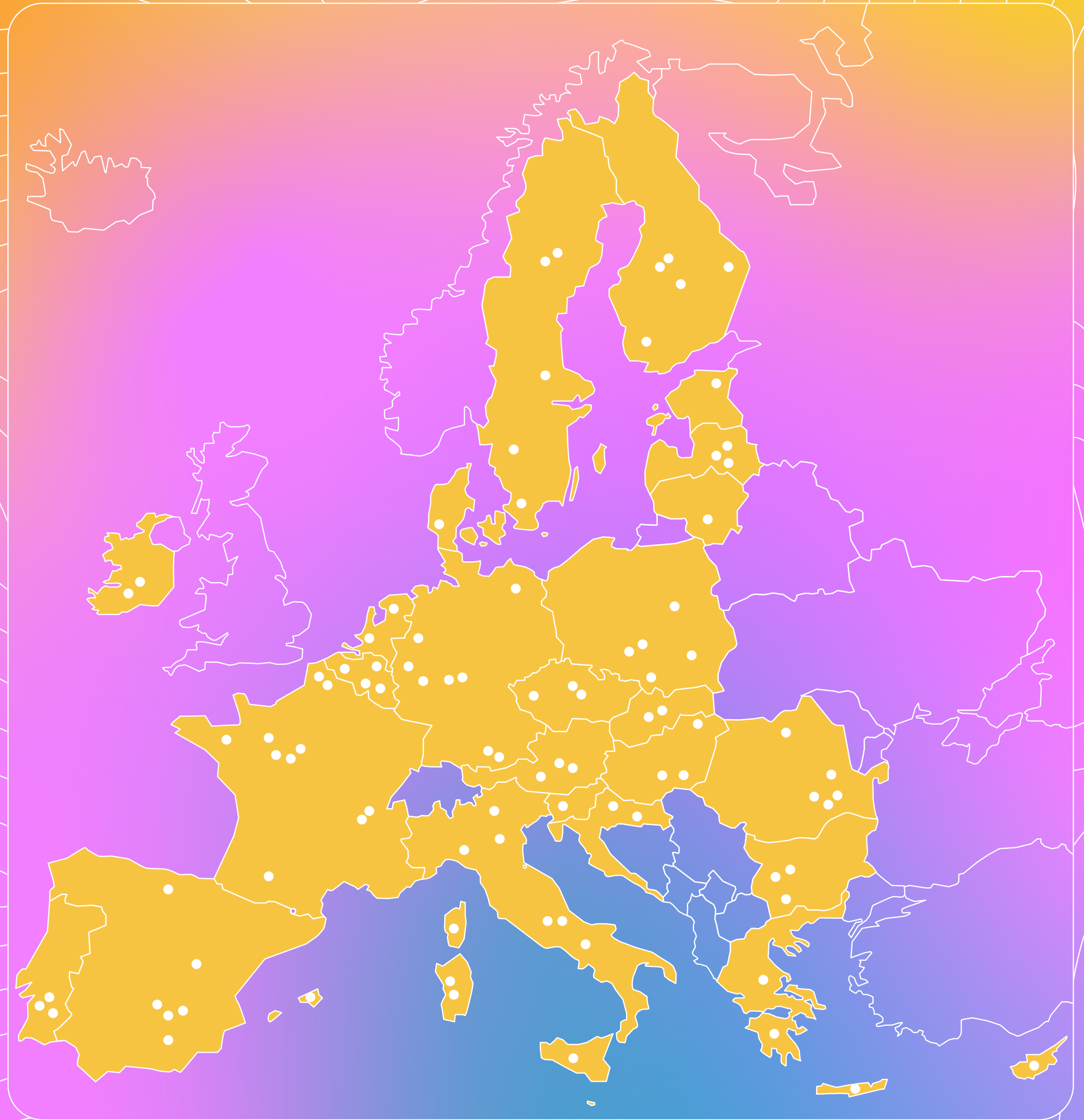
#EUDIVERSITYMONTH

→ Whether in your social media posts, email signature, on your website or even on printed documents, use the key visual and hashtag in your communications! This will help you raise awareness of diversity and the EU Diversity Month among even more people and become a multiplier for diversity!

On the [#EUDiversityMonth](#) website you will find tile templates for your social media accounts. Whether on LinkedIn, Instagram or Facebook – show that you are participating in #EUDiversityMonth!

SHARE YOUR INITIATIVE AND INSPIRE OTHERS

→ Put your inclusive workplace initiative on the #EUDiversityMonth [map](#).



europe.eu/eu-diversity-inclusion



**EU
DIVERSITY
MONTH**