



Online Diversity Self Assessment Tool

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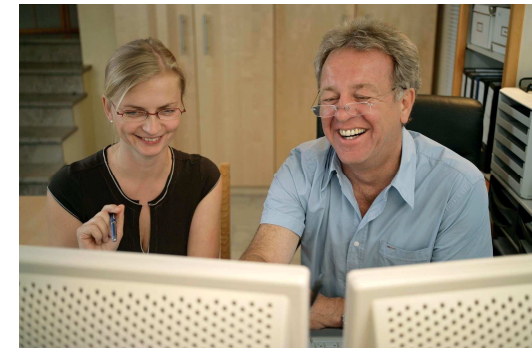
Diversity in Management

Diversity definition

- Management concept that makes the diversity of the employees an integrative part of hr management and organisational development



Dimensions of diversity in the tool



- Age
- Gender
- Migration
- Disability





Goals of the Self Assessment Tool

- Provide an internet-based, standardised tool for self-assessment: publicly available - easy to use!
- Assist enterprises in adapting diversity management by information, survey and assessment
- Promote changes in enterprises by follow-up assessments
- Promote dialogue between management and shop steward
- To be used in all types of organisations/enterprises



Fields of Action in Managing Diversity

- Diversity management as a corporate strategy: approaches that are already used in practice
- HR management
- Work design and work organisation
- Health issues
- Compensation and incentive schemes
- Leadership
- Corporate culture
- Representation of interests (if present)
- Marketing and public relations, and product and service development



Benefits of the Diversity Tool

The use of the self assessment tool

- Broadens information on important fields of action for diversity management
- Helps getting a good insight in the companies state of diversity policy – empirically based
- Provides information how to improve work design and HR strategies
- Makes it possible to recognize effects of diversity policy through panel survey



Benefit for users

For every field of action users receive

- A standardized report (points) to the answers,
- A visualisation with traffic light colours red, yellow, green,
- A basic assessment, which gives insights in problems and necessary changes,
- The possibility to carry out a follow-up assessment in order to identify progress,
- The chance to start a discussion about possible changes in the enterprises.



Traffic light feedback



Diversity management has been implemented and is effective (target reached)



There is need for action in various areas: diversity management is not yet effective in all areas.



Significant need for action: very little has been done so far to implement diversity management as a strategy for action.



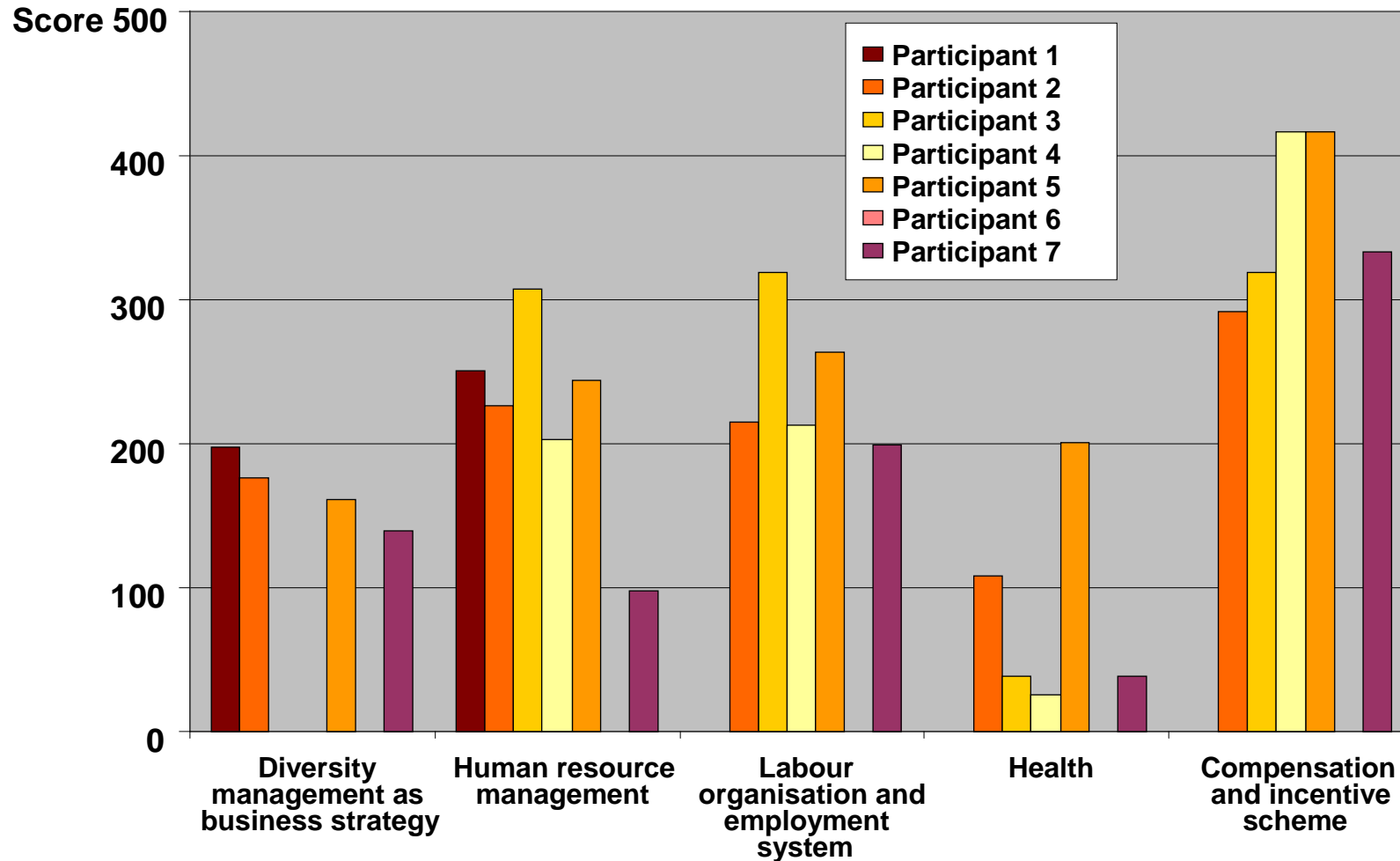
Evaluation of the Tool

The Self Assessment Tool has been tested in several enterprises in Europe countries

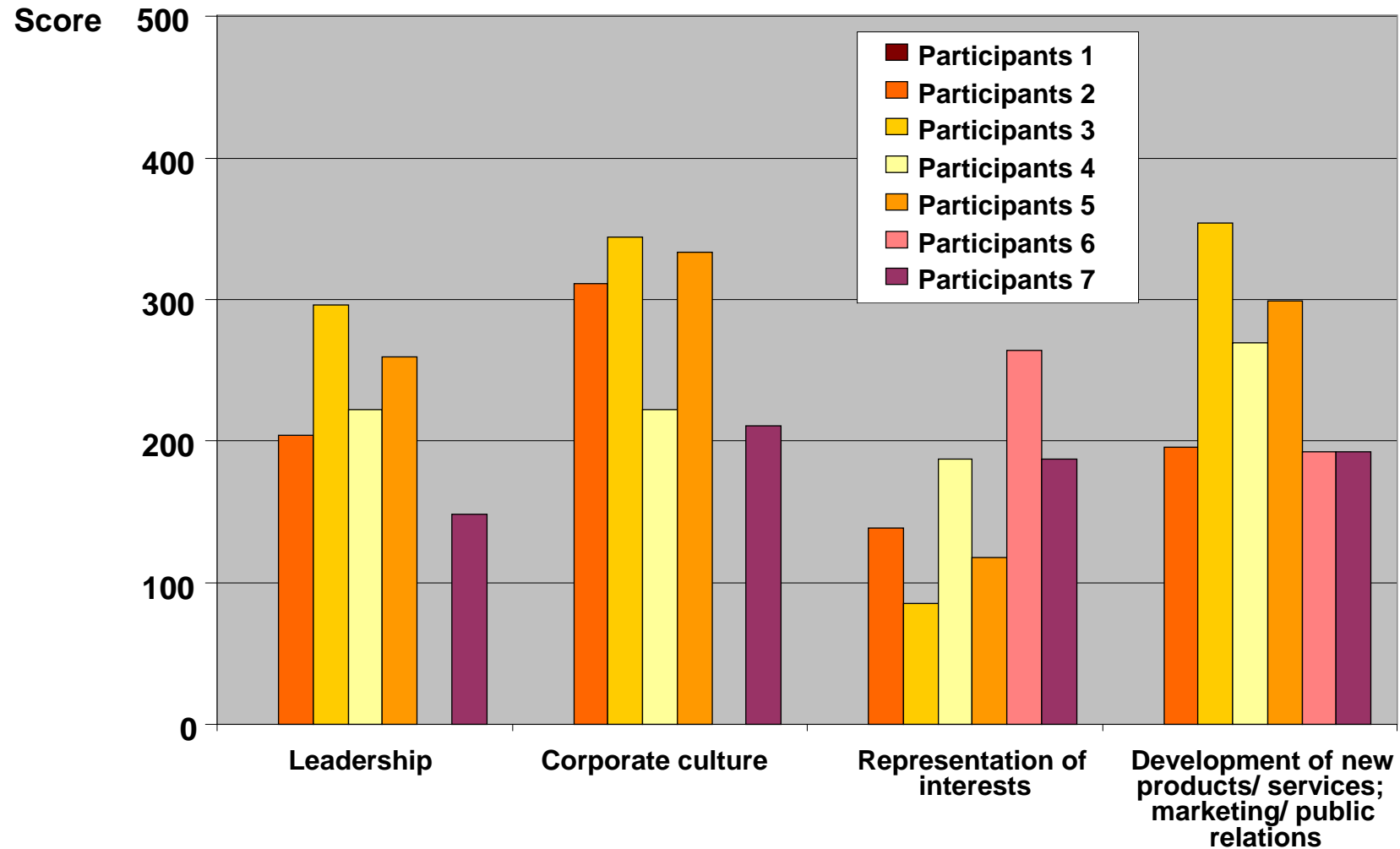
- Greece
- Lithuania
- Netherlands
- Spain
- UK

Evaluation of the usefulness for the particular enterprise/organisation

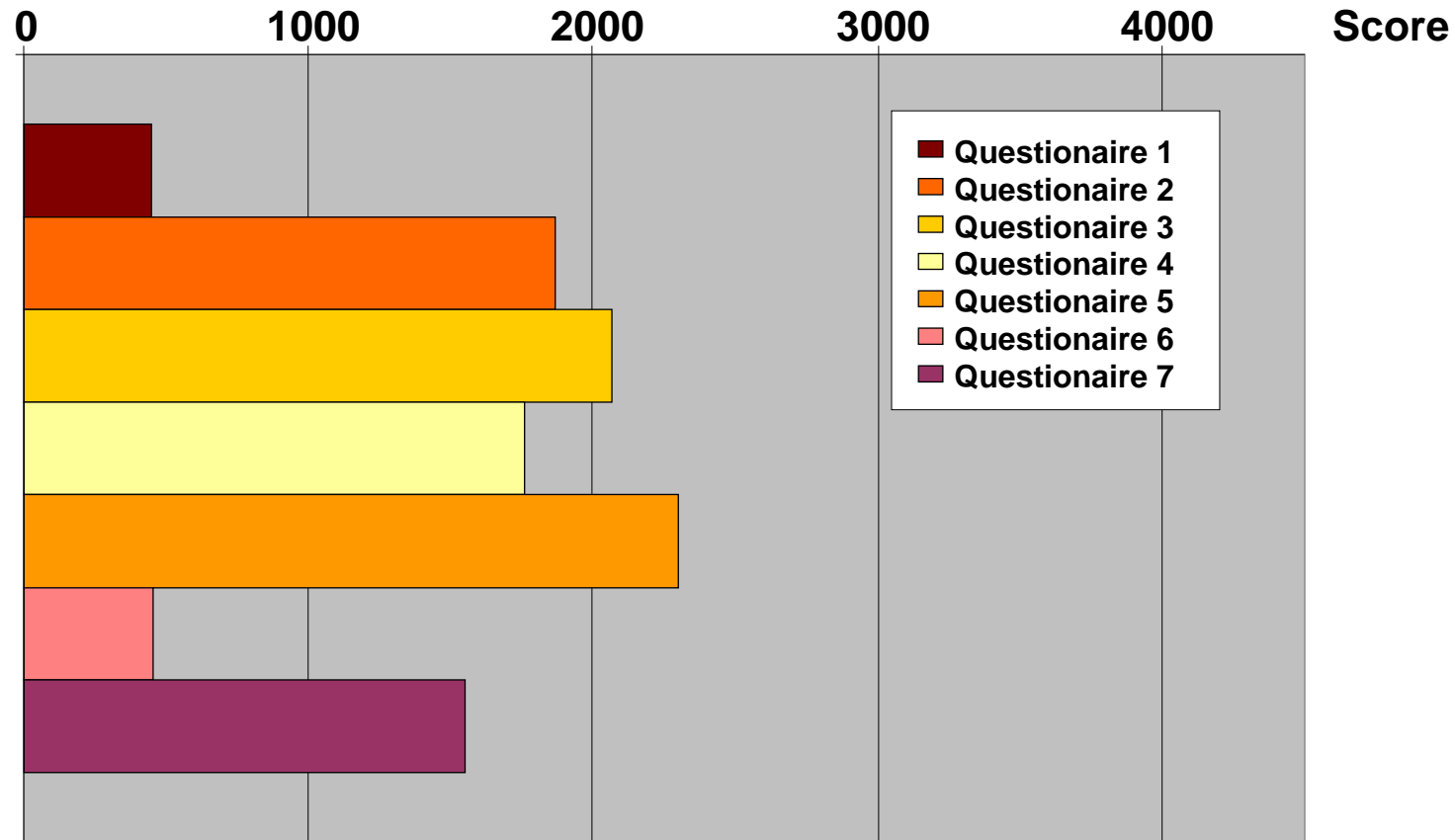
Different Opinions in One Organisation (Example)



Different opinions in one organisation (example)



Different Opinions in One Organisation (Total Scores)





Quick Check

- Is your enterprise/institution prepared for the challenges of the future?
- Take ten minutes to complete the diversity / workforce diversity quick check
- You will gain an initial assessment of how your organisation handles diversity in its workforce.
- Give you an overview over the current situation in your enterprise/organisation



Access to the Self Assessment Tool Online Diversity

Questionnaire & Quick Check (English version)
www.thedideproject.eu

Questionnaire & Quick Check (German version)
www.online-diversity.de

Questionnaire & Quick Check (Spanish version)
beratung@akipp.de

Questionnaire & Quick Check (Lithuanian version)
akisieliene@takas.lt





Thank you for your attention!

If you are interested in using the tool and get a feedback please contact goldmann@sfs-dortmund.de



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