



charta der vielfalt



**For diversity
in the world
of work**

Charta der Vielfalt

The Charta der Vielfalt was initiated by four companies in 2006. The aim of the corporate initiative is to promote diversity in companies and institutions. It is intended to promote the acceptance, appreciation and integration of diversity in the world of work in Germany.

Organisations that sign the Charta der Vielfalt commit to creating a working environment that is free of prejudice. All employees should be respected equally – regardless of gender, nationality, ethnic origin, religion or worldview, disability, age, sexual orientation or identity.

Federal Chancellor Angela Merkel is the patron of the initiative.





More than 3,000 organisations have already signed the Charta der Vielfalt. They represent 12 million employees.

Six reasons to sign the Charta der Vielfalt

1 Largest network for diversity

You will become part of a national movement and of Germany's largest network for diversity management. Leverage the contacts for regional networking.

2 Progressive working environment

With the official logo of the Charta der Vielfalt make it clear at a glance: you stand for an open working environment free of prejudice – an important criterion for potential applicants.

3 High visibility and external impact

Take advantage of the opportunity of the signing for press and public relations work informing about your diversity management. You will benefit from the strong media presence of the Charta der Vielfalt.

4 Demonstrate commitment

By signing the Charta der Vielfalt you give diversity greater weight internally. You ensure a stronger obligation to implementation among all parties responsible.

5 Informed earlier and better

Signatories hear first-hand everything about activities and news related to diversity management. News, events, studies – we keep you informed.

6 Our preferred contact

As a signatory you receive our invitations to special events before all others and will be exclusively invited. You are our preferred address for publications as well.



Diversity as a Chance – The Charta der Vielfalt for diversity in the world of work

The diversity of modern society, influenced by globalisation and reflected in demographic changes, is affecting economic life in Germany. We have come to realize that we can only be successful economically if we acknowledge and leverage the existing diversity. That includes the diversity of our workforces and the diverse needs of our customers and other business partners. Diverse competencies and talents on the part of staff open new opportunities for innovative and creative solutions.

The implementation of the Charter of Diversity in our organisation aims at creating a work environment free of prejudice. We deeply respect all colleagues irrespective of gender, nationality, ethnic background, religion or worldview, disability, age, and sexual preference and identity. Appreciation and promotion of these diverse potentials produce economic benefits for our organisation.

We foster an atmosphere of acceptance and mutual trust. This will have positive effects on our reputation with our partners and customers in Germany and in other countries in the world.

In the framework of this Charter we are committed to

1. fostering a corporate culture characterised by mutual respect and appreciation of every single individual. We seek to create conditions such that everyone (superiors and co-workers) respects, practices and acknowledges these values. This will require explicit support from leaders and superiors.
2. validating and ensuring that our human resource processes are compatible with the diverse competencies, abilities and talents of our employees, as well as with our own performance standards.
3. recognising the diversity of society inside and outside our organisation, appreciating the intrinsic potential residing in it, and endeavouring to utilise it profitably for our business or organisation.
4. ensuring that the implementation of the Charter will be a subject of internal and external communication.
5. publicizing on an annual basis our own activities and progress in promoting diversity.
6. and keeping our own employees and colleagues informed about diversity and actively involved in implementing the Charter.

We are definitely convinced that practicing and appreciating diversity will have a positive impact on German society. We welcome and support this business initiative!

Sign the Charta der Vielfalt in six steps

Register online at [www.charta-der-vielfalt.de/
unterzeichnen/unterzeichnen-sie](http://www.charta-der-vielfalt.de/unterzeichnen/unterzeichnen-sie)

The registration will be verified by the Charta der Vielfalt and then activated.

You can log in to the Charta der Vielfalt website and download all relevant documents.

Send the signed Charta der Vielfalt certificate to the Berlin office.

The certificate will be forwarded to the Federal Chancellery for countersigning.

After it is countersigned, you will be sent back the certificate, and your organisation's signatory profile will be activated.

After signing the Charta der Vielfalt

Bring the signatory profile of your organisation contained in the signatory database to life:

- Add your logo, a photo, news and statements on diversity.
- Share your best practice with the network and take advantage of the network to learn from each other.

Participate with activities on German Diversity Day to make diversity in the world of work the focus of public attention.

www.deutscher-diversity-tag.de

Use the “signed” logo for your communication (website, email signature, letterhead, etc.).



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Attend Charta der Vielfalt events and network with others.



Offers from the Charta der Vielfalt

The website www.charta-der-vielfalt.de serves as an information platform: general information about diversity management, an online calendar with the most important events, best practice examples and an interactively configurable database of signatories, studies, well-researched publications and guidelines on implementing diversity management, an annual diversity calendar with many events on the topic of diversity management, and much more.



www.diversity-konferenz.de



www.deutscher-diversity-tag.de



www.diversity-challenge.de

Charta der Vielfalt e.V.

The non-profit association Charta der Vielfalt e.V. shapes the content of the activities of the Charta der Vielfalt corporate initiative and assumes financial responsibility.

The following members support the association:

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 Bayer

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VOLKSWAGEN
ARTIENGESELLSCHAFT

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