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# Diversity: what is it

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Kevät Nousiainen

'Managing change through diversity'

Brussels, 28 November 2007

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# Anti-discrimination, managing diversity

- Anti-discrimination and diversity in PROGRESS Section 4
  - Diversities – relation to prohibited grounds of discrimination
  - Non-discrimination – right to cultural self-determination
  - Assimilation – accomodation - diversity
  - Anti-discrimination law: necessary but not enough
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# Prohibited grounds of discrimination

- 'Open lists of prohibited grounds': human rights conventions (EHRC, Art. 14), constitutions (for example, Finnish Constitution, Section 6, Subsection 2)
  - 'Suspect grounds' – strong protection
  - 'Closed lists of prohibited grounds' under Art. 13 of the EC Treaty (gender; race or ethnic origin; religion or belief; disability; age; sexual orientation)
  - Direct and indirect discrimination
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# Problems in managing diversity through anti-discrimination

- need for a comparator: 'direct discrimination: where one person is treated less favourably on grounds of sex than another is, has been or would be treated in a comparable situation' (Directive 2002/73/EC)
  - limited focus on group based disadvantage: 'indirect discrimination: where an apparently neutral provision, criterion or practice would put persons of one sex at a particular disadvantage compared with persons of the other sex...'
  - multiple and intersectional discrimination
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Special Eurobarometer 263, 2007

'Discrimination in the European Union'

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# Minority groups

- indigenous people
  - ethnic minorities
  - linguistic minorities
  - 'new' and 'old' minorities
  - diversities within diversity; intersectional discrimination, discrimination and power hierarchies within a minority group
  - non-discrimination – protection of a culture
  - necessity of 'freezing' a culture
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# Diversity management

- American roots
  - favoured by market actors
  - reduces regulation?
  - from public to private ordering?
  - aiming at self-interested goals by businesses
  - methods: dissemination of 'best practices', benchmarking
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# Diversity management as a public policy

- EU PROGRESS: creates a network of business schools to promote diversity in enterprises and supports diversity training targeted at enterprises
  - more generally: promote networking and dissemination of good practice at EU level
  - 'Indicator policies' in EU activities; choice of indicators has political relevance
  - open method of coordination
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