



European Report

Business Management Education and Training Provision on Equality, Diversity & Inclusion

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Aim: Research on training needs



**DOES CURRENT TRAINING INCLUDE
EDI SKILLS AND COMPETENCES?**



**WHAT SKILLS ARE NEEDED IN
PRACTICE?**

Methodology



Data

- 5 Countries
- 155 Courses
- 123 Individuals

Deliverables

- Best Practice Videos
- National Reports
- European Report

Research Findings



Discrepancies

- Gender pay gap
- Women's underrepresentation in senior management
- Immigrant workforce
- Unequal distribution of care roles and tasks
- Incomplete implementation of current laws and policies in workplaces



European Competency Frameworks

- EntreComp
- LifeComp
- DigComp

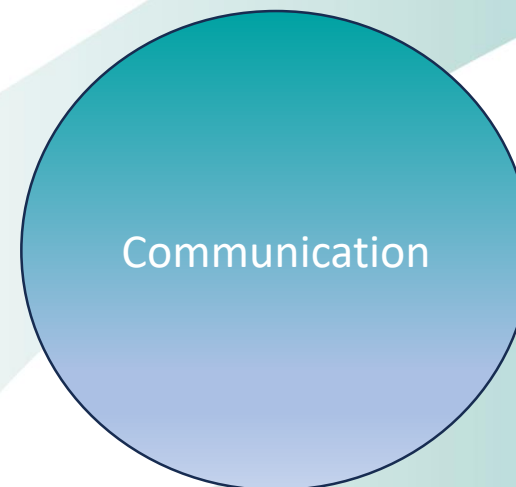
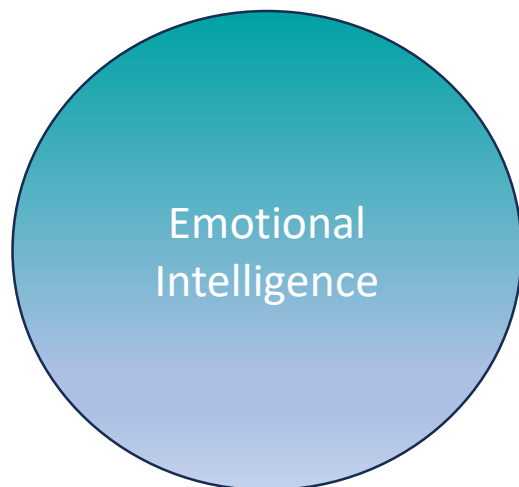
- Varying degrees of coverage and emphasis on competencies
- Continuous Improvement needed to address gaps within the frameworks



Barriers with EDI

- Unconscious bias and discrimination
- Understanding of EDI
- Lack of EDI policies
- Lack of resources (time, money, expertise)
- Lack of training

Identified Competencies & Skills



Identified Competencies & Skills



- Self-awareness, self-compassion, mutual learning
- Emotional competence – empathy, unconscious bias
- Embodied and holistic knowing, listening and reflection

Identified Competencies & Skills

- Managing people
- European and national legal frameworks
- Cultural competencies – national and world business



- Conflict Management
- EDI leadership
- Integration of EDI into the business

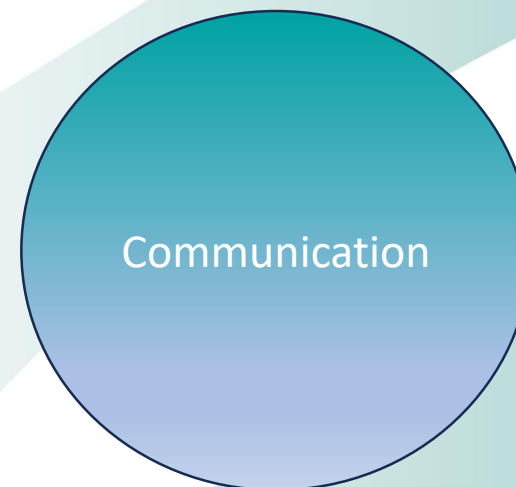
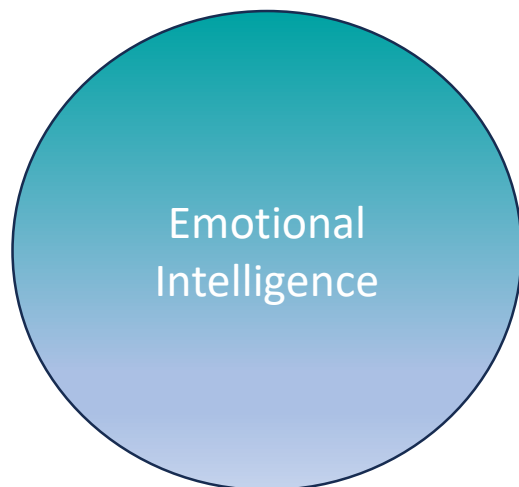
Identified Competencies & Skills

- Digital literacy
- Collaboration and problem solving
- Inclusivity and accessibility



Communication

Identified Competencies & Skills





Thank You

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