



DICE



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Article 1 - RAISING AWARENESS

- 1.1. Decision-makers should understand, through their direct involvement in trainings and activities, the value of cultural diversity as a source of enrichment, innovation, progress and social cohesion for their communities.
- 1.2. Decision-makers should learn from the most successful policies and best practices in achieving workforce diversity, implemented in other States, and try to replicate them adapting them according to their contextual factors, process factors and resources.
- 1.3. Decision-makers should involve the academic community more actively in awareness-raising and public debate about diversity.
- 1.4. Decision-makers should develop triangle dialogues with research and higher education institutes and the business sector.

Article 2 - LEGISLATIVE FRAMEWORK

- 2.1. Decision-makers should facilitate the process of revalidation of a professional title obtained abroad, through the Adoption of a system of easily readable and comparable degrees.
- 2.2. Decision-makers should explicitly mention the Intercultural Competence in the European Qualifications Framework (EQF) and in the respective National Qualifications Frameworks (NQF).
- 2.3. Decision-makers should include the teaching/learning of the Intercultural Competence and extra-EU languages in the planning of National Curricula for state schools.
- 2.4. Decision-makers should change the "jus sanguinis" law, in those EU countries where it is in force, in favour of the "jus soli" law, in order to guarantee all individuals born in EU state members from foreign born parents equal opportunities compared to their counterparts.
- 2.5. Decision-makers should define policies that encourage both the public and private sectors to recruit candidates with intercultural competence skills (i.e. setting up a system of incentives and rewards).

Article 3 - PRACTICES AND ACTION PLANS

- 3.1. Decision-makers should put in place public programs to directly support the match between the labor demand and supply in their respective domestic job markets, and participate in joint international initiatives in regards to the international markets.

Article 4 - MONITORING AND ASSESSMENT

- 4.1. Decision-makers should put in place a measurement/assessment system to prove the diversity advantage in collaboration with research and higher education institutes.

The Diversity Advantage Manifesto





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