

Mitmekesisuse kuu ideeseminar

9. aprill 2025

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**mitmekesisuse
kuu**



INIMÕIGUSTE
KESKUS



**mitmekesisuse
päev**

#mitmekesisus #mitmekesisusekuu2025 #mitmekesisusepäev2025 #EUDiversityMonth

Mitmekesisuse kuu ja päev

✓ Mitmekesisuse kuu toimub Euroopas iga aasta maikuus.

🧠 2025. aasta Euroopa mitmekesisuse kuu keskendub vaimse tervise ja üldise heaolu edendamisele töökeskkonnas.

📌 Mitmekesisuse päeva tähistame Eestis maikuu teisel kolmapäeval ehk sel aastal **14. mail**.

💡 Päeva ja kuu eesmärgiks on märgata ja väärtustada iga inimese tähtsust ja erakordsust nii töökeskkonnas kui ühiskonnas laiemalt.



EU Diversity Month 2025

Promoting mental health and wellbeing at the workplace

#EUDiversityMonth



Mitmekesisuse
kuu – EL tasand

Guide - Celebrating EU
Diversity Month 2025

Registreeri oma üritus EL-i lehel



How to promote mental health and wellbeing in the workplace?

- Host a **stress reduction workshop**
- Get physical - **exercise together**
- **Quiet Zones:** Create quiet zones or relaxation areas where employees can take breaks and unwind
- **Feel good challenge** for employees of an organisation
- **Mental Health Champions:** Appoint mental health champions or ambassadors within the organisation who can provide peer support and promote mental health awareness
- **Mental Health Days:** Allow employees to take mental health days without stigma, promoting the importance of self-care
- **Wellness Programs:** Implement wellness programs that include activities like yoga, meditation, and fitness classes to reduce stress and promote physical health
- **Flexible Work Arrangements:** Offer flexible working hours, remote work options, and the ability to adjust schedules to accommodate personal needs.
- **Flexible Holidays:** Allow employees to swap public holidays for cultural or religious holidays that are more personally meaningful.
- **Team Building Activities:** Organize team-building activities and social events to foster a sense of community and belonging
- **Inclusive Facilities:** Ensure that all workplace facilities, including restrooms and relaxation areas, are gender-neutral and accessible to everyone, including transgender and non-binary individuals

INTERNAL EVENTS

- Organise (online) **networking meetings** or breakfasts with diverse and inspiring speakers to raise awareness of diversity and inclusion.
- Organise (online) **training sessions, workshops and seminars** on diversity topics, unconscious bias, workplace discrimination or inclusive language. Include tailored sessions for managers to ensure they lead by example.
- Launch an (online) **photo exhibition** themed “What does diversity mean for your employees?”
- **Organise regularly online coffee chats** where management can demonstrate their active support for diversity in the workplace.
- **Host an all-company conference** on diversity, involving senior management. Focus on general diversity topics or specific aspects relevant to your organisation.
- **Screen diversity-themed films, concerts, or theatre performances**, followed by group discussions to deepen understanding.
- Connect with employees outside the walls of your company through **sport activities**, such as a thematic Diversity Walk. Discuss diversity and inclusion topics and invite inspiring speakers from the world of sport.
- **Organise games, competitions or quizzes on diversity** for your employees, with some symbolic prizes for the winners. These could also be extended to your external stakeholders.
- Host a **‘buddy’ event** where colleagues can get to know and learn from each other. It is a good idea to prepare some questions or a task together beforehand.
- Organise an **‘in my shoes’ day**, allowing employees to experience a workday from the perspective of a colleague with a different background, such as someone with a disability or of a different gender or origin.
- Organise a **literary evening** during which participants can explore the topic of diversity through a book focused on some aspect of diversity. After reading the text together, the participants could have a group discussion and share their thoughts on how this story has furthered their understanding of diversity.
- **Celebrate Cultural Diversity Day** with a workshop focused on improving intercultural awareness. Discuss the value of cultural diversity, the importance of intercultural dialogue, and the need to combat stereotypes and prejudices to enhance cooperation and understanding.
- Provide opportunities to **learn about different cultures** (foods, religions, languages, etc.)
- **Heritage Months:** Celebrate various heritage months (e.g., Black History Month, Pride Month, Hispanic Heritage Month) with educational events, guest speakers, and themed activities.
- **Cultural Dress Days:** Host themed dress days where employees are encouraged to wear traditional attire from their cultures
- Organise events or initiatives that **demonstrate solidarity with local communities**, such as volunteering for local charities or participating in community service projects.

PUBLIC EVENTS AND EXTERNAL INITIATIVES

- **Host public events such as Diversity Run or Diversity Awards** to promote diversity and inclusion, bringing together your employees and the community.
- **Organise round-table discussions** with specialists in diversity and inclusion
- **Launch special products or services** for European Diversity Month. Create special editions that reflect your commitment to diversity and inclusion, highlighting the actions your organisation takes to support these values.
- **Form partnerships with local NGOs, schools, local authorities, and other companies** to share expertise and ideas.
- **Encourage mentoring** for jobseekers with diverse abilities and skills.
- **Volunteer** as an organisation or facilitate volunteering opportunities for your employees during working hours throughout European Diversity Month.
- **Organise virtual open days** to interact with your clients and the public. Use these sessions to showcase your diversity and inclusion initiatives and engage with a wider audience.
- **Sponsor and/or participate external events**, such as local Pride activities



Mis toimub?

- 🇪🇺 29. aprillil kuu [avaüritus](#) Brüsselis, saab osaleda online (Euroopa Komisjon)
- 😄 7. mail mitmekesisuse kuu [vaimse tervise impro](#) (Ruutu 10 ja Peaasi)
- 🏆 14. mail mitmekesisuse päev ja uutele liitujatele allkirjastamisüritus
- 🇳🇱 15. mail Euroopa Elamuskeskuses seminar, mis keskendub IDAHOBIT-päevale ja seksuaalvähemuste õigustele (Euroopa Parlament)
- 🇳🇱 27. mail nn superministeeriumis soolise mitmekesisuse ja töökeskkonna seminar ja voliniku teaviku esitus (Majandus- ja Kommunikatsiooniministeerium, Soolise võrdõiguslikkuse ja võrdse kohtlemise voliniku kantselei)



**mitmekesisuse
kuu**

Mida veel pakume?

-  Tuleb mitmekesisuse kuu viktoriin (saadame listi 29. aprillil)
-  Põimõppekursuse “Mitmekesisus ja kaasatus” [töötuba](#) (3h), meil on neli uut koolitajat (tasuline)
-  Mitmekesisuse kuu [lehelt](#) leiab ideid ja tööriistu
-  Raamatukogud panevad taas välja mitmekesisuse teemaga haakuvaid raamatuid (MK lehel ka nimekiri olemas)
-  Mitmed mõtted veel töös ja alati võite ka ise meie poole koostööpakkumistega pöörduda

Kutsu kultuuriseltsid mitmekesisuse kuul külla!

Rahvusvähemuste kultuuriseltsid tutvustavad oma kultuuri läbi rahvusliku muusika, tantsu, kunsti või kirjanduse, tegelevad rahvusliku käsitöö ja kunstiringide korraldamisega. Kõiki neid oskusi ja teadmisi on valmis seltsid mitmekesisuse päeval ettevõtetes ja organisatsioonides ka tutvustama. Soovite ehk kolleegidega õppida valmistama Korea porgandisalatit või näiteks maalida Ukraina puulusikaid?

Küllakutse soovid ja lisainfo:

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Integratsiooni Sihtasutus

NB! Olenevalt küllakutse iseloomust, ajakulust või materjalide vajadusest võib esineda küllakutsumisega seoses kulusid, lisainfo Kristinalt.



Küsimusi?

Võite alati julgelt minu
poole pöörduda:

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