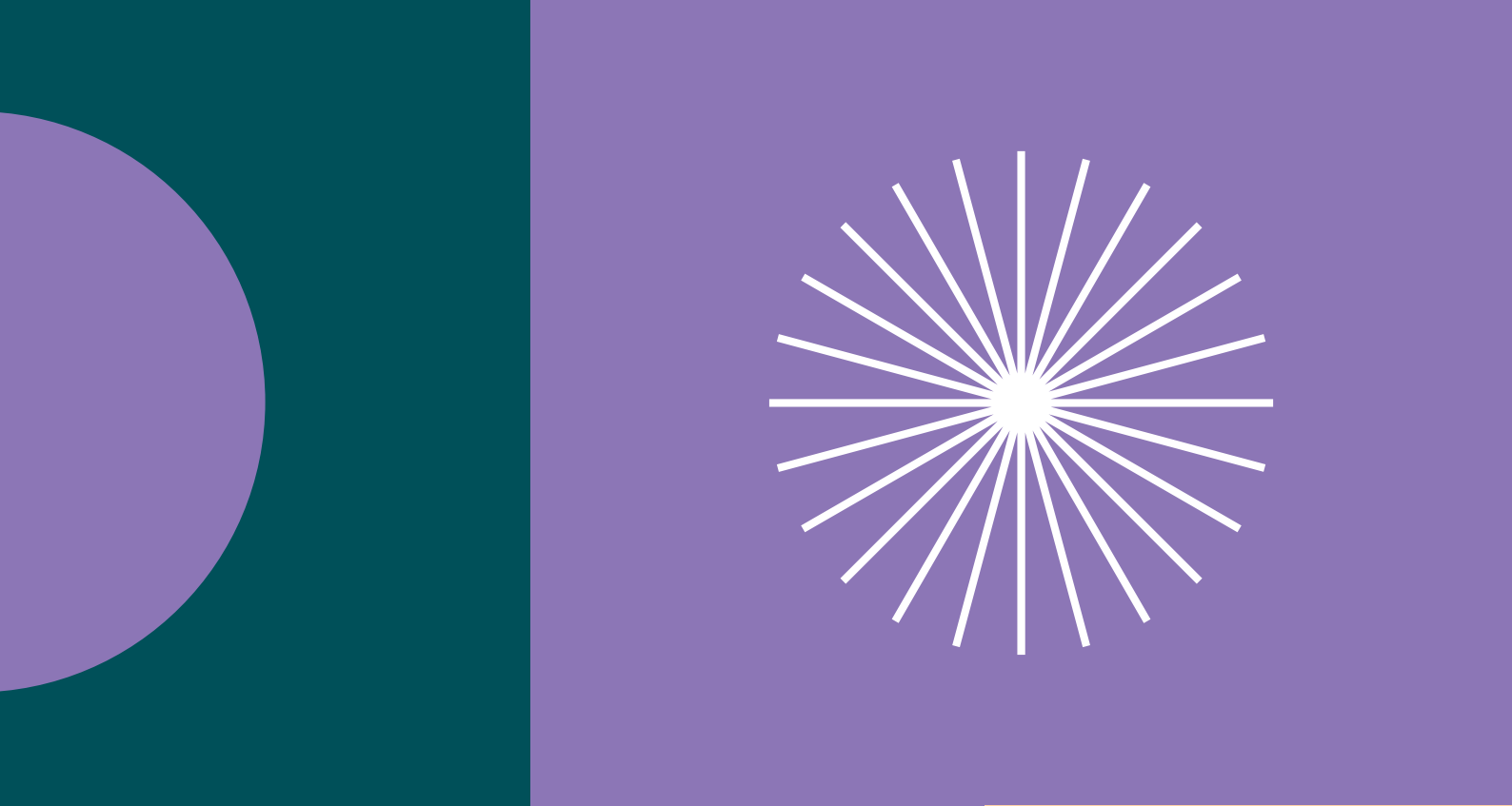
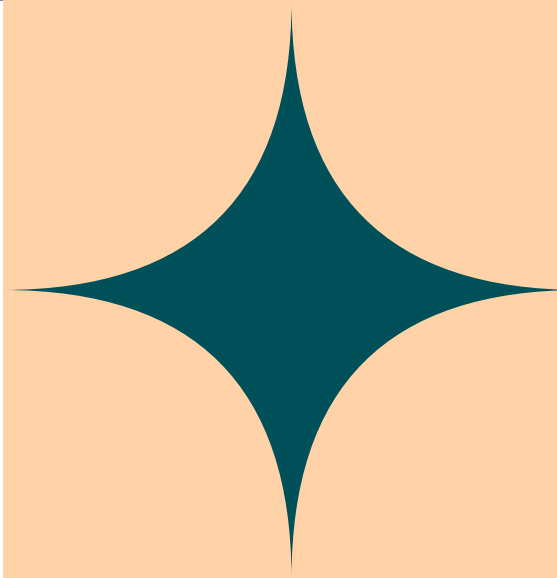
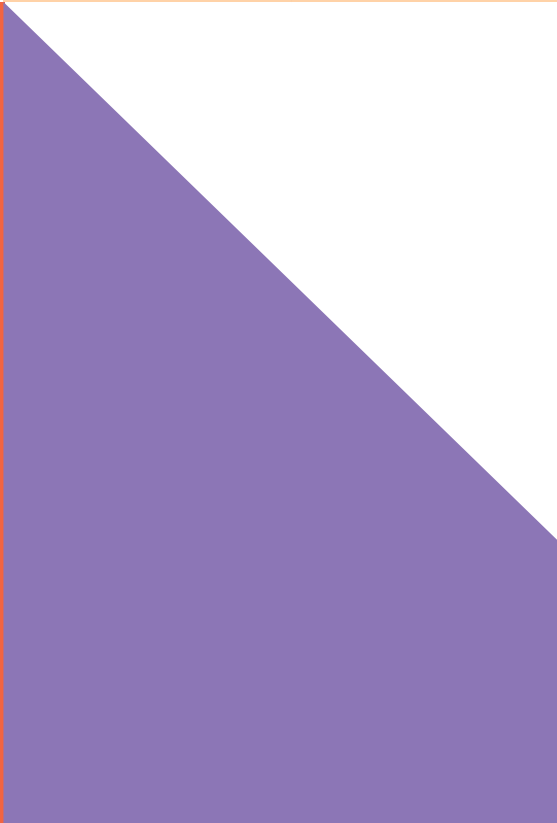




2026-2029
STRATEGY



LITHUANIAN
**DIVERSITY
CHARTER**



01

Lithuanian Diversity Charter Association

02

Charter Grows Sustainably

03

Member organisations are becoming more inclusive



**STRATEGY
2026-2029**



LITHUANIAN DIVERSITY CHARTER

Since its establishment, the Lithuanian Diversity Charter Association (LDCA) has been guided by the core principles of the European Diversity Charter movement — promoting institutional change by opening organisations to people of all genders, ages, disability status, sexual orientation and gender identity, ethnicities, beliefs, and other diverse characteristics and identities.

Over the past 5 years, LDCA has grown into a strong community of more than 40 organisations across the private, public, and NGO sectors, all committed to fostering inclusive, open, and respectful workplaces.

As the Charter enters its next strategic phase, our ambition is to build on this foundation and further empower organisations to embed diversity, equity, and inclusion (DEI) into their everyday practices. Members' growing engagement, increasing interest in DEI measurement, and willingness to learn show that the Charter community is ready for deeper, more mature progress. LDCA will continue strengthening its support by offering practical knowledge, experience-sharing, and tools that help organisations better understand inclusion challenges and apply effective, sustainable solutions.

At the same time, LDCA is committed to its own sustainable development — ensuring stable growth, expanding its geographic and sectoral reach, and enhancing the value it provides to members. Continued focus on financial sustainability, membership engagement, and broader national representation will help the Charter remain a trusted partner in advancing DEI across Lithuania.

With priorities in mind, LDCA will continue pursuing its two long-term strategic goals for 2026–2029, refining and expanding the areas of action to meet the evolving needs of its members and contribute to meaningful, measurable progress toward more inclusive organisations:

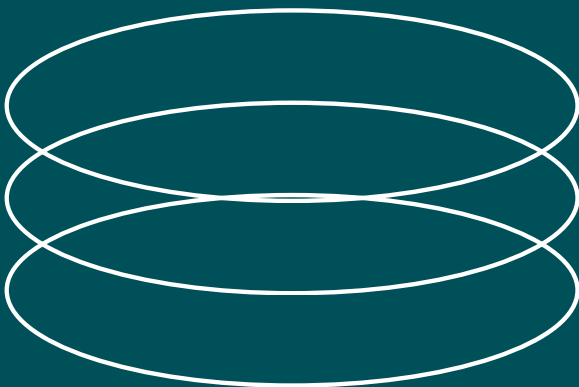
2026-2029 **STRATEGY**

1

**Charter
grows
sustainably**

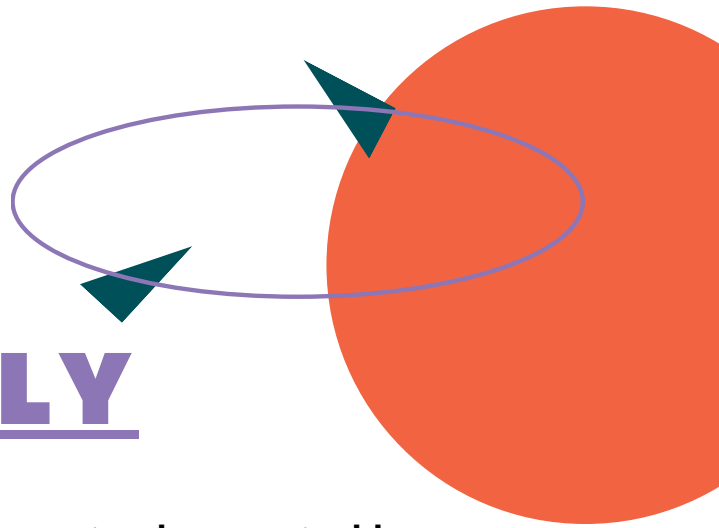
2

**Member
organisations
are becoming
more inclusive**



Strategy
2022-2025

CHARTER GROWS SUSTAINABLY



To ensure long-term impact, the Charter is committed to sustainable organisational growth. This includes strengthening its financial foundation, broadening its membership, and deepening engagement across the entire community.

First, the Charter will continue building a predictable and resilient financial model that supports its core mission. Ensuring stable and diversified revenue streams will make it possible to consistently deliver high-quality services, expand member value, and maintain the organisational capacity required for long-term progress.

Second, the Charter seeks to broaden its member base, particularly among public-sector and non-Vilnius organisations. A more diverse membership strengthens learning, increases reach, and ensures that inclusion efforts advance across different regions and sectors in Lithuania.

Finally, the Charter will encourage higher and more consistent member engagement. By promoting regular participation in learning events, consultations, and other opportunities, the Charter aims to ensure that members receive tangible value and contribute actively to the Charter's shared progress.

KPI(S):

- 1.** Achieve a **5%** increase in total operating revenue compared to the previous financial year.
- 2.** Annual total **10% increase** in the member base organisations that are public (12% in 2025) or non-Vilnius-based (5% in 2025) per year.
- 3.** All members with tenure of 6+ months in the Charter use at least **2** of the Charter's services every year (i.e. participating in events, using consultations, attending conference/s, etc.).

MEMBER ORGANISATIONS ARE BECOMING MORE INCLUSIVE



The Charter aims to help member organisations make steady, meaningful progress toward inclusion by focusing on three areas: understanding their DEI reality, improving their capabilities, and implementing structural changes. Organisations cannot advance inclusion without clarity on where they stand, the skills to act, and the systems that support long-term progress.

First, the Charter will encourage members to assess their DEI situation regularly to gain insight into employee experiences, organisational barriers, and areas requiring action. Good decisions rely on good data, and measurement remains the foundation for informed, effective change.

Second, the Charter will strengthen the people responsible for leading inclusion - HR teams, DEI professionals, and leaders. Through learning sessions, practical guidance, and peer exchange, these individuals will be supported to grow the skills, confidence, and competence required to implement DEI initiatives well.

Finally, the Charter will promote structural and practical changes that move organisations beyond one-off actions. This includes updating policies, redesigning processes, and embedding inclusive practices that create lasting.

KPI(s):

1. **90%** members with 10+ employees measure their DEI progress by 2029.
2. **80%** of respondents evaluate each Charter's learning session as impactful (≥ 4 out of 5) on their confidence or competence.
3. At least **80%** of the Charter's members commit to implementing at least 1 policy or practice change addressing structural barriers a year.



LITHUANIAN
**DIVERSITY
CHARTER**

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