



LITHUANIAN
**DIVERSITY
CHARTER**

JOIN THE DIVERSITY CHARTER

The Lithuanian Diversity Charter unites public and private sector organizations and NGOs that aim to act openly, responsibly, ensure equal opportunities and create an inclusive work environment.

The Lithuanian Diversity Charter belongs to the European Network of Diversity Charters, which brings together over **114 thousand** organizations and **17 million** employees.

We invite you to join us and create change together!

MORE INFORMATION

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LITHUANIAN DIVERSITY CHARTER

What are we aiming for?

01

WHAT ARE WE AIMING FOR?

Diversity and inclusion are part of good corporate governance. It is believed that this should be one of the strategic goals of an organization, regardless of the sector in which it operates. The Lithuanian Diversity Charter will help you feel stronger in the field of diversity and inclusion and help you reach this goal.



Our goals for 2026 - 2029:

MEMBER ORGANIZATIONS ARE BECOMING MORE INCLUSIVE

The Charter aims to help member organizations consistently strengthen diversity and inclusion, focusing primarily on DEI assessment, building the competencies of responsible specialists, and long-term structural change. By promoting data-driven decisions and the adoption of inclusive practices, the Charter aims to build more sustainable and more inclusive organizations.

CHARTER GROWS SUSTAINABLY

To ensure long-term impact, the Charter is focused on sustainable growth - strengthening its financial foundation, expanding membership, and increasing member engagement. The organization will work to secure stable funding, attract more public sector and regional organizations, and encourage more active member participation. This will help create greater value for members and strengthen the Charter's overall impact.

Read more about our strategy [here.](#)

JOIN US

**WE MAKE
CHANGE**

What do we offer
our members?

02

WHAT DO WE OFFER OUR MEMBERS?

1. DIVERSITY AND INCLUSION ASSESSMENT

We use a unique tool to assess your diversity and inclusion climate. Find out what stereotypes exist in your team, employees' attitudes and experiences, and how ready you are to ensure equal opportunities. Tool is available in Lithuanian, English, Russian, Estonian, or Latvian.

2. SESSIONS AND SEMINARS

Session topics depend on members' priorities; so far we have focused on gender equality, inclusive communication, neurodiversity, and multicultural environments. At least 10 sessions and seminars per year.

3. SPECIAL PROGRAMS

Special programs for the most motivated members, designed to test new DEI methods and initiatives. In 2022, together with the ISM University of Management and Economics, we thoroughly evaluated the success of UAB Rimi Lietuva's initiatives; in 2023–2024 we launched fellowships for talented refugees; in 2025 we assessed how well the physical office environment is adapted for people with visual impairments or dyslexia, and for neurodivergent individuals. In 2026, we are inviting organizations to self-assess whether their websites comply with the requirements of the Accessibility Directive.

4. TRAINING

All new members receive individually tailored training in their first year, based on their organization's needs.

5. EXPERIENCE-SHARING SESSIONS

Informal member meetings where participants share experience on ensuring diversity and inclusion. 5–6 meetings per year.

6. SETTING STANDARDS

We have created a standard for municipalities and companies, according to which we assess their readiness to ensure equal opportunities internally. We measure progress annually and provide consulting on implementing the standard. Results are published publicly.

7. ANNUAL DIVERSITY CHARTER CONFERENCE

This is the largest event on diversity and inclusion in Lithuania, with 150–200 participants attending in person each year, and 60,000 people following remotely.

8. COMMUNICATION

Our texts are regularly published on major Lithuanian news portals, where we present topics related to diversity and inclusion, members' good practices, and interviews with experts.

MEMBERSHIP

How to join the
Diversity Charter

03

HOW TO JOIN THE DIVERSITY CHARTER

- Fill out the **application form** at www.diversity.it
- Regarding the candidate, we contact the Office of the Equal Opportunities Ombudsperson
- We inform members about the candidacy and receive their feedback
- The Board makes a decision
- You sign the Diversity Charter

Membership becomes effective after signing the Diversity Charter document and paying the first membership fee (if applicable).

MEMBERSHIP FEES

Members pay an annual fee based on the number of employees:

€500

For very small companies

€1000

For small companies

€2000

For medium-sized companies

€3500

For large companies

Non-governmental organizations and public sector institutions do not pay a membership fee.