

## **ORSE release guide on how to implement an International Diversity Policy**

On April 12th, ORSE presented its Practical Guide on "How to Implement an International Diversity Policy?" at the conference on the same issue. Several companies presented their strategies in the implementation of a diversity policy at international level: Accor, BNP Paribas, Carrefour, EDF, Orange, Renault, Sodexo, Velia Environnement.

The guide (both French and English versions are available) is the logical adjunct to the ORSE "Guide on preventing discrimination and promoting diversity in companies", issued in July 2011 (in French: "Prévention des discriminations et promotion de la diversité dans les entreprises").

The new Guide targets companies that are considering the development of a group diversity policy to be implemented globally, as well as those that have already adopted this approach and are now seeking to enhance it.

Purposefully practical and educational, it is specifically directed at diversity and human resources directors, managers and operational staff in general, as well as trade unions and staff representatives (who are confronted with the management of diverse teams on a daily basis), and diversity advisory networks, both at group and local level, and in foreign subsidiaries.

The French and English versions can be downloaded on ORSE's site at: [http://www.orse.org/nos\\_publications-52.html](http://www.orse.org/nos_publications-52.html)

(Source: ORSE, csreurope)

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