



EUROPEAN COMMISSION  
DIRECTORATE-GENERAL FOR JUSTICE AND CONSUMERS

Directorate D – Equality and Non-Discrimination  
**Unit D.1 – Non-Discrimination: LGBTIQ, Age, Horizontal Matters**

Brussels

JUST.D.1/ML

## TO WHOM IT MAY CONCER

**Subject: Study on Business case of diversity and inclusion at work – impact of European Commission diversity and inclusion policies (contract JUST/2023/PR/CNDI/EQUA/0098)**

The European Commission is financing a study to carry out an analysis of the impact of diversity and inclusion policies. The study is conducted by a consortium led by Risk & Policy Analysts (RPA).

The objective of the study is twofold:

- to investigate the benefits and potential business case for private and public organisations to pursue diversity and inclusion policies; and
- to investigate the impact of signing a Diversity Charter on developing diversity and inclusion policies in an organisation.

In more detail, the study will investigate the following aspects:

- socio-economic costs and benefits of diversity and inclusion policies;
- impact of the EU Platform of Diversity Charters;
- benefits, challenges and impacts of signing a Diversity Charter; and,
- best practice examples and options for further action.

The study will examine existing data sources (literature, documents, quantitative data) and collect primary information during stakeholder consultation activities (online survey, interviews and workshops). It should result in a set of recommendations for businesses, the Diversity Charters and the European Commission.

I would be grateful for any assistance that you can provide to the consortium as they collect information and data to inform the analysis in this study. All queries about this study should, in the first instance, be addressed to RPA's project manager Barbara Janta ([barbara.janta@rpald.co.uk](mailto:barbara.janta@rpald.co.uk) or dedicated project mailbox [diversity@rpald.co.uk](mailto:diversity@rpald.co.uk)).

Should additional information be required, you may wish to contact the responsible unit D1 of Directorate General for Justice and Consumers, by addressing your email at [JUST-EU-DIVERSITY-CHARTERS@ec.europa.eu](mailto:JUST-EU-DIVERSITY-CHARTERS@ec.europa.eu).

Thank you in advance for your cooperation.

Susanne Knöfel  
Head of Unit  
Non-discrimination: LGBTIQ, Age, Horizontal Matters

c.c.: Risk & Policy Analysts – Barbara Janta