

Diversity management


Diversity management sensitises your established employees to cultural differences and promotes mutual understanding and a good working atmosphere. Find out here which measures can be implemented within this framework.

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The aim of diversity management is to promote cultural and ethnic diversity in the workplace. Diversity management measures are a good way of ensuring that your co-workers are ready to receive the new recruits.

There are several approaches to introducing diversity management at work; there is no one-size-fits-all solution. For example, you could improve your workforce's intercultural skills by raising the awareness of your German co-workers about an open, multicultural work climate. Alternatively, you can recommend that your workforce take part in **open information events**. These are hosted by organisations and associations engaged in social diversity.

In order to overcome language barriers, you could introduce language tandems oder language courses in the framework of your diversity management. Please find more information on German at the workplace in the "[German language courses](#)" section.

To foster appreciation and trust among co-workers of different faiths, introduce **cultural and religious calendars**. That gives the entire workforce the opportunity to celebrate important holidays in appropriate ways. [KOFA](#)  (Centre of Excellence for securing qualified professionals) provides further recommendations on diversity management.



Encourage intercultural exchange within the team

Foster intercultural exchanges between your co-workers. By cooking, celebrating or working out together, your foreign employees will get to know their German colleagues faster and improve their language skills at the same time.

Information on the web

KOFA (centre of excellence for securing a supply of qualified professionals)

[Recommended action for introducing diversity management in businesses](#)

[Recommendations on how to implement an “in-company further training”](#)

[Recommended action for vocational language coaching](#)

Diversity Charter

[Introducing diversity management in businesses](#)

Federal Office for Migration and Refugees (BAMF)

[Summary of vocational language coaching further to Section 45a](#)

Federal Ministry of Labour and Social Affairs

International Society for Diversity Management

[Diversity management missions and services](#)

Deutsches Kompetenzzentrum für internationale Fachkräfte in den Gesundheits- und Pflegeberufen (DKF)

[Measures for the integration of international nursing and care professionals](#)



URL: <https://www.make-it-in-germany.com/en/looking-for-foreign-professionals/integration/fostering-integration/diversity>

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