



# D&I CERTIFICATION ROADMAP

2020/Q1

## ESTABLISHING NETWORKS

Establishing the network of NGO partners working with different marginalized groups; the network of business; the network of media partners



2020/Q2

## REGIONAL BUSINESS PERSPECTIVE

Mapping and inviting businesses from the region that hold such a standard and that would be willing to share their experience and benefits from that perspective



2020/Q2

## SIGNING THE MoU WITH POSAO.BA

Signing a memorandum with Posao.ba with the aim of cooperation - introduction of a new category to the Most Desirable Employer survey



2021/Q3

## PROMOTIONAL CAMPAIGN

Develop a promotional campaign that will raise public awareness of the HRM importance, the importance of quality HRM in businesses, and implementation of standards that improves business results and quality of work, as well as benefits of getting a diversity certificate



2021/Q3

## INTRODUCTION OF THE CERTIFICATION MODEL

Officially introduces the model of certification that will encompass the 6 main areas of assessment in the certification process

2020  
2021



2020/Q1

## SIGNING THE MoUs

Develop and sign the memorandum of understanding with stakeholders defining the field of work, scope of work, the role of each stakeholder in the process of diversity certification



2020/Q2;Q3

## SOC STUDY VISIT

SOC study visit to organizations that implement standards and the certification process - learning about standards, the certification process and certificate renewal



2021/Q3

## UN STANDARDS OF CONDUCT FOR BUSINESS

Adaptation of UN Standards of Conduct for Business (this is to be done in cooperation with the UN Serbia / Human Rights Team)



2020/21 Q2;Q3

## ONLINE PLATFORM AND VISUALS

Creating and launching an online platform for the BiH standard of inclusion and diversity and logo of the certificate



2021/Q3;Q4

## IMPLEMENTATION OF THE CERTIFICATION

Implementation of certification and promotion of standards