DEI in finance isn't a trend. It's a gap and it's measurable.

52% of organisations in the financial sector have no DEI governance whatsoever. Only 4% have a Disability Manager. And while the sector talks about inclusion, the training to back it up at a European level, with recognised credentials, simply hasn't existed. Until now.

Introducing DEIMAN4FINANCE

DEIMAN4FINANCE is an Erasmus+ KA220-VET project building the first European e-learning platform designed specifically for middle managers in finance who want to lead on diversity, equity, and inclusion and prove it. The platform offers five micro-credential courses covering everything from disability and workplace accessibility to EU inclusion regulation, giving professionals the tools to validate specific DEI skills without completing a full programme.

The project runs from December 2024 to November 2026, coordinated by Falco & Associati (Italy), with six partner organisations across Europe. The project's Learning, Teaching and Training Activity in Barcelona was recently featured on EPALE, the European Commission's platform for adult learning professionals, a recognition that the work happening here matters beyond our own consortium.

Meet the partners

Falco & Associati

Coordinates the project and leads on EU regulation content. As specialists in professional training for the financial sector, they bring deep expertise in translating regulatory complexity into practical management skills.

Coopération Bancaire pour l'Europe

Brings pan-European reach into the banking sector. Their networks ensure the platform reaches the professionals who need it most across member states.

Coopération Bancaire pour l'Europe - GEIE
GROUPEMENT EUROPÉEN D'INTÉRÊT ECONOMIQUE

Institut d'Estudis Financers

One of Europe's leading financial training institutions. They are developing the Multicultural Competence course, drawing on decades of training delivery to finance professionals across cultural contexts.

Institut d'Estudis Financers

European Union of the Deaf

Brings a critical perspective too often missing from financial sector training. Their course on Disability and Workplace Accessibility moves beyond compliance to genuine inclusion practice.

EUD

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Co-funded by the European Union

IDEC

Leads the Gender Discrimination in Finance course. Their background in adult education and VET policy shapes a module grounded in both research and real workplace experience.

Emphasys Centre

Specialises in digital learning and innovation in education. They contribute technical expertise to ensure the platform is not just content-rich but genuinely usable.

InterArt Foundation

Leads the Inclusive Language and Cognitive Bias Reduction course, arguably the module with the most immediate day-to-day impact for any manager navigating a diverse team.

Why this matters now

Only 22% of asset management firms have any DEI governance in place. Existing training doesn't offer European-level certification of DEI competences. DEIMAN4FINANCE fills both gaps: it's practical, sector-specific, and built for busy professionals who need flexible, credentialled learning.

What's coming

The website is live at https://deiman4finance.eu/. In the next issue of the newsletter, we'll report from Barcelona, where all seven partners came together for a two-day in-person event to test the courses, and preview the pilot phase launching this summer across three countries.

Visit the platform. Explore the courses. Share this with a colleague who should be in the room.

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