



Case Study – Mescladis

WP 2

Activity 1 (Cases)

Developed by Italian Chamber of Commerce | June, 2025

PROJECT NUMBER: 2024-1-FR01-KA220-VET-000244092



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Case Card

Name/ title of case study Organization/institution name:	MESCLADIS - Fostering inclusive workplaces: integrating gender equality and diversity education through collaborative approaches.
Location:	Barcelona, Spain
Size and scale of organization:	Medium-sized
Industry/Sector:	Gastronomy/restaurant and cultural
Contact info (for follow up, if available):	claudia@mescladis.org
Additional details:	
Sources of information/References:	https://mescladis.org/en/blog/ (Mesclandis blog) https://mescladis.org/en/about/ (activity report)



Case Data/Content

The bias illustrated in this case:	cultural diversity, irregular immigrants, and women in vulnerable situations.
Context and specifics of the bias present:	Specifically on bias based on the origin and the gender.
Why this case matters:	<p>This case was selected because it represents a comprehensive and proactive approach to promoting diversity, gender equality, and inclusion within an organizational setting. It goes beyond compliance by embedding diversity into the core values and daily operations of the organization. Through concrete actions—such as balancing gender representation, addressing the gender pay gap, implementing work-life balance measures, and establishing anti-harassment protocols—it demonstrates a clear commitment to structural change.</p> <p>The inclusion of educational initiatives, such as courses from the Acaathi association and partnerships with community groups like the Moroccan association, highlights a strong focus on awareness-raising, cultural sensitivity, and the fight against discrimination, including Islamophobia. The use of data-informed approaches, in compliance with F-RGPD, further strengthens the transparency and accountability of these efforts. This case stands out as a replicable model for how institutions can foster inclusive environments through education, policy, and collaboration.</p>
Action Plan - methods and strategies used to address the bias:	<p>At the organizational level, efforts are made to balance the distribution among different genders, avoid the gender pay gap, implement measures for work-life balance, establish a protocol against workplace harassment, and promote diversity and gender equality (F-RGPD), as well as offer courses from the Acaathi association on diversity.</p> <p>Diversity is at the core of the organization; we provide courses for both staff and students on the value of diversity. We also collaborate with the Moroccan association to offer courses on Islamophobia.</p>
Measurable outcomes and impact:	We work in a diverse environment, in terms of gender, nationality, ages, and different levels of responsibility. We consider this a positive asset. We currently have 100 people on our team.
Key lessons learned:	We consider it a successful business model that incorporates diversity into its teams. 80% of Mescladis' operational team are former students who were in vulnerable situations.





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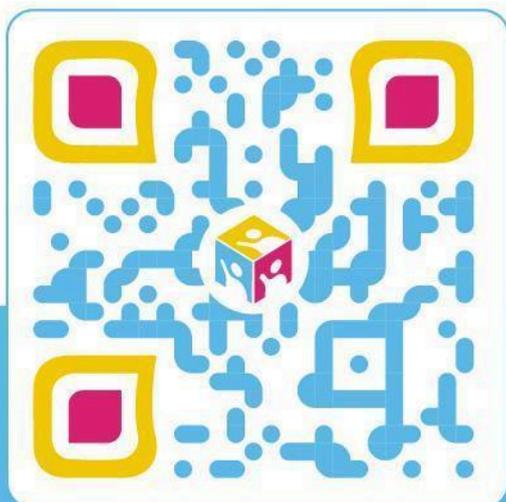
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