

RE/Think HR 5 OCT 1 PM CET

LEVERAGING DIVERSITY

273 000 000



VS



The pandemic's everyday heroes | Personalized benefits | Tou

HRMagazi

RACISM IN THE WORKPLACE

Is equity really possible?
HR takes on the challenge.



MANAGE

HR

ENABLING
COMPANIES
TO CHAMPION
DIVERSITY,
EQUITY, AND
INCLUSION

Corporate Playbook



Diversity, Equity and Inclusion

COVER FEATURE EXPERTS



EQUALITY
in
DIVERSITY





Host

Marianna Khonina

Managing Partner
DEVELOR Ukraine
15 years in T&D

Hi, we are DEVELOR

– international consulting & training company,
we are helping businesses to increase their
efficiency by growing individuals and teams at
work.

30

years


20

languages


16

offices



A photograph of three people in academic regalia. On the left, a woman with brown hair and blue eyes is making a 'shh' gesture with her index finger. In the center, a man with grey hair is smiling broadly. On the right, a man with glasses is also smiling. They are all wearing black academic hats and gowns. A thought bubble is positioned above the woman's head, containing the text 'The **TRUTH** is, we don't see things the same.'

The **TRUTH** is, we
don't see things the
same.



You need somebody mature
to lead you

Hire a senior male person to
succeed

What can you 'teach' us?



We need male consultant

Beautiful girls don't need to
work that hard

Find a more suitable area of
activity



Marianna Khonina

~~Managing Director~~

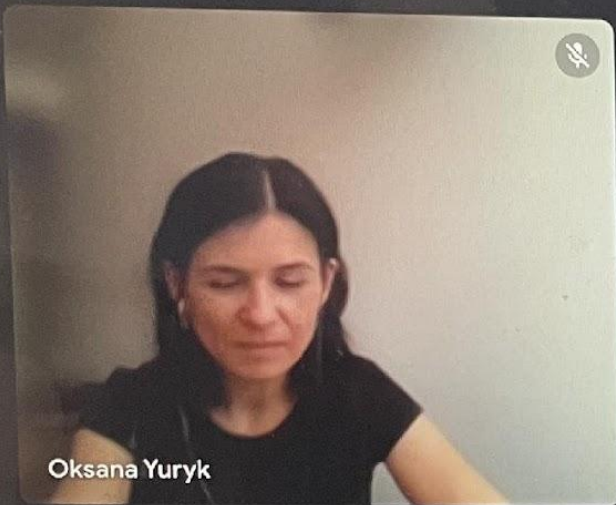
Deputy MD











Oksana Yuryk



Zhurbin Andrey



Maria Yemets



Tatiana Zadevich



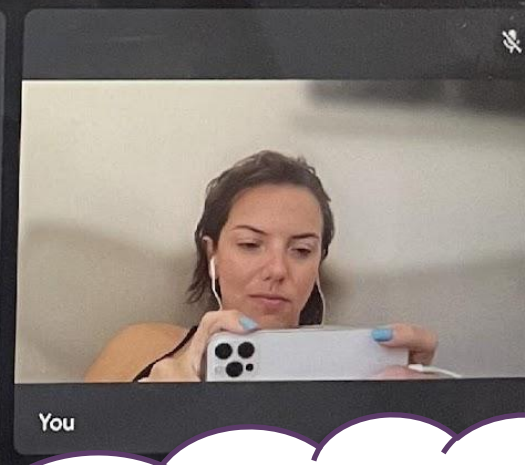
Olena Katola



Kateryna Didukh

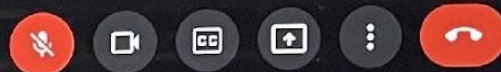


Николай Михайличенко



You

3:48 PM | Retro



MacBook Air

The **POWER** is, we don't see things the same.

FLOW

- Alignment session – DEVELOR Expert Pavlina Moudra
- Panel discussion with 3 Special Guest Stars
- Breakout rooms

Diversity & Inclusion training

Women in Leadership Program Understanding Biases
course

INTRODUCTION INTO THE TOPIC



Pavlína Moudrá

Head of Learning, Lean, KONE
Trainer for DEVELOR

WHY DOES
DEI MATTER?



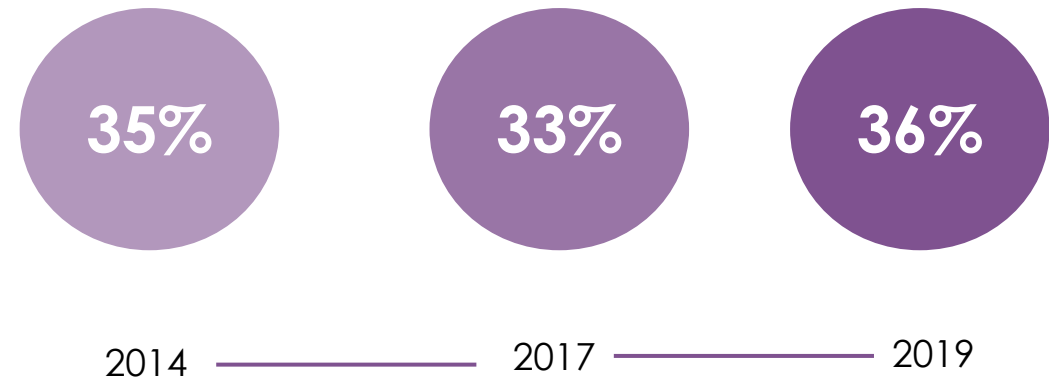
WHY DOES DIVERSITY & INCLUSION MATTER?

Diverse companies are more likely to **financially outperform** their peers.

GENDER



ETHNICITY



*Difference in likelihood of outperformance of 1st and 4th quartile.

WHAT DOES DIVERSITY & INCLUSION MEAN TO YOU?



≡ HOW WOULD YOU DEFINE?

DIVERSITY

Representation

The representation of various identities and differences.

WHO
is in the room?

INCLUSION

Contribution &
Participation

The active engagement of the contributions and participation of all people.

Have everyone's
ideas been
HEARD?

DIVERSITY



Gender



Age



Religion



(Dis)ability



Neurodiversity



Ethnicity,
race

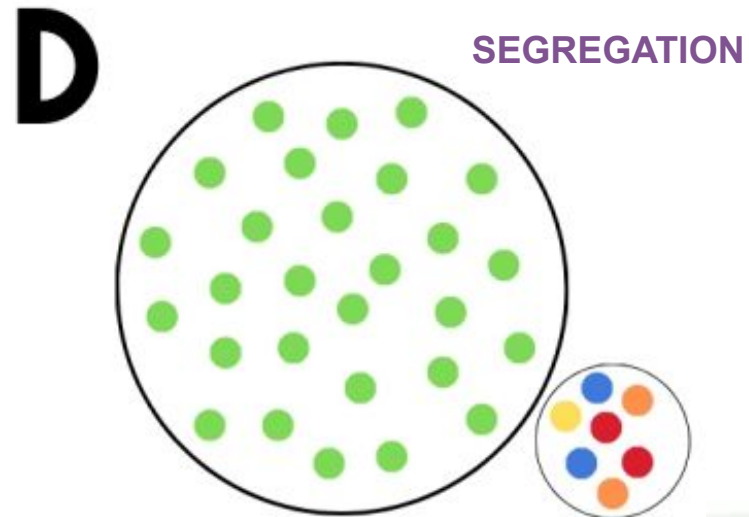
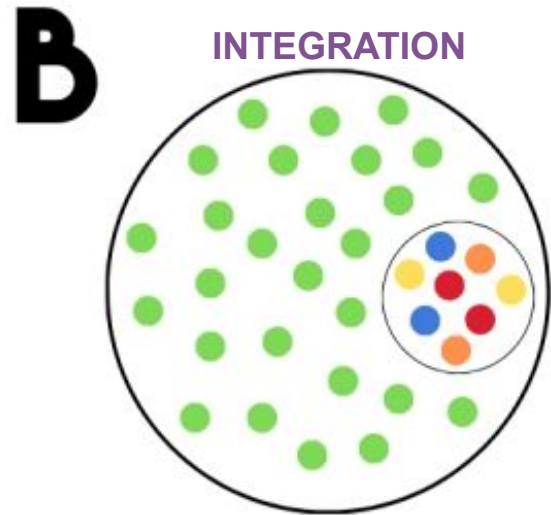
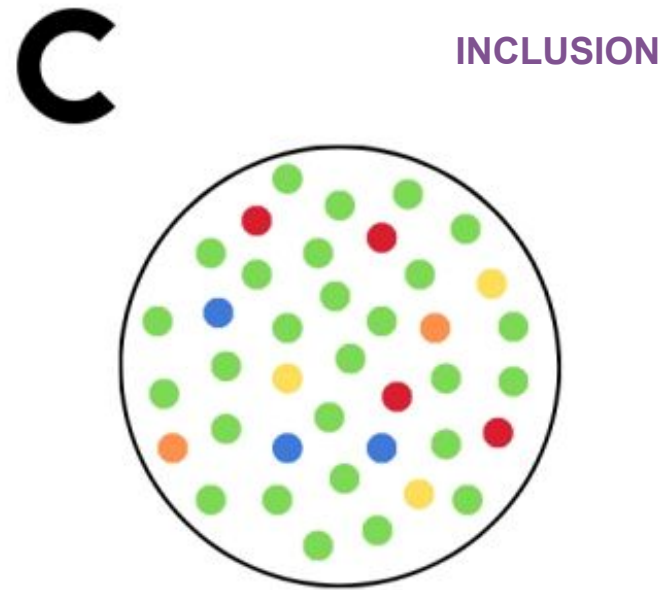
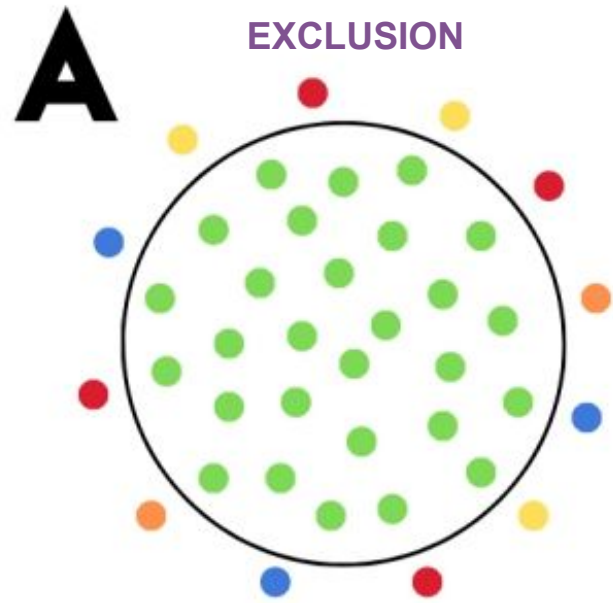


LGBTQ+



Culture

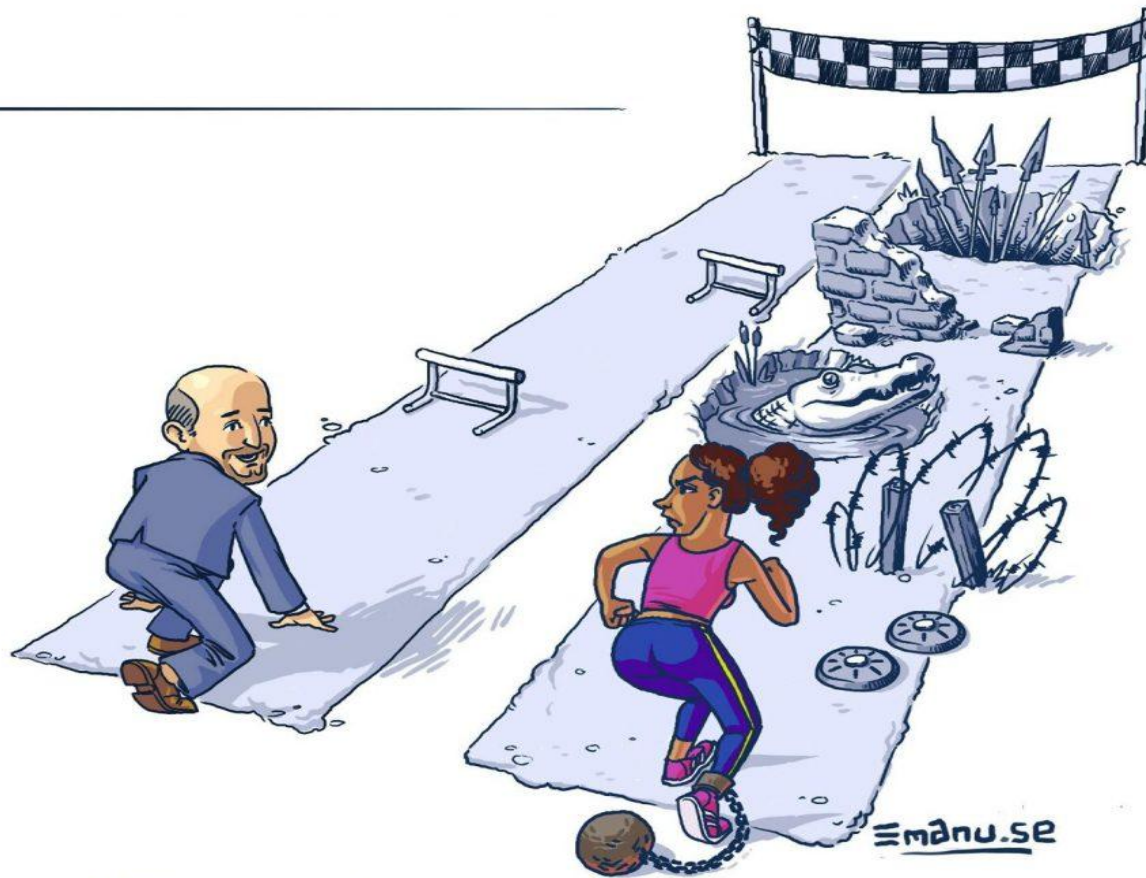
WHAT IS/NOT INCLUSION?



EXCLUSION
INTEGRATION
SEGREGATION
INCLUSION



PRIVILEGE

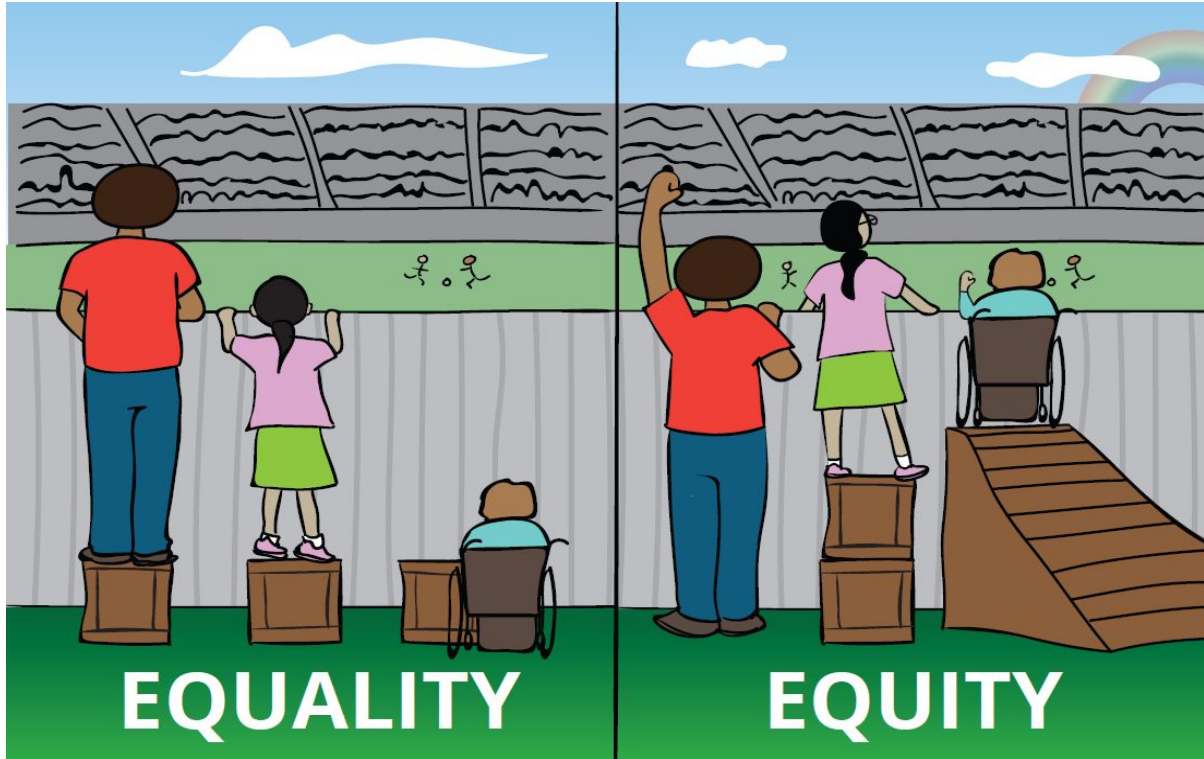


“What’s the matter?
It’s the same distance!”

Privilege

An **unearned advantage** we get by being part of a group whose needs have traditionally been prioritized.

EQUITY VS EQUALITY



Equality

The state or quality of being equal. Treating every individual in the same manner, irrespective of their differences.

Equity

The quality of being fair and impartial. Treating each individual according to their needs.

How does equity translate to the workplace policies and processes?
How should they?

≡ LET'S SEE SOME EXAMPLES!

How could the following initiatives be shifted towards **EQUITY**?

EQUALITY

Equally allow everyone to work from home office and determine the working hours.

Run an online Employee Engagement Survey

Focus on educational background and specific degree-requirements when hiring.

In the new office, you've set up lots of small meeting rooms so colleagues can retreat when they need to.

You have just launched a new health insurance / cafeteria system with equal conditions and unified services to all employees.



EQUITY

Focus on the output and allow colleagues to work according to a schedule that suits them best.

Allow a paper-based survey completion for those without web access or email address.

Emphasize skills and previous work experience.

Make sure that all or at least some of the rooms wheelchair accessible.

Launch a benefit system with equal conditions, but selectable/tailorable services, fitting to individual needs.

≡ HOW WOULD YOU DEFINE?

DIVERSITY

Representation

The representation of various identities and differences.

WHO
is in the room?

EQUITY

Fairness

Fair treatment; access to the same opportunities and resources.

Who is trying to get into the room, but **CAN'T?**

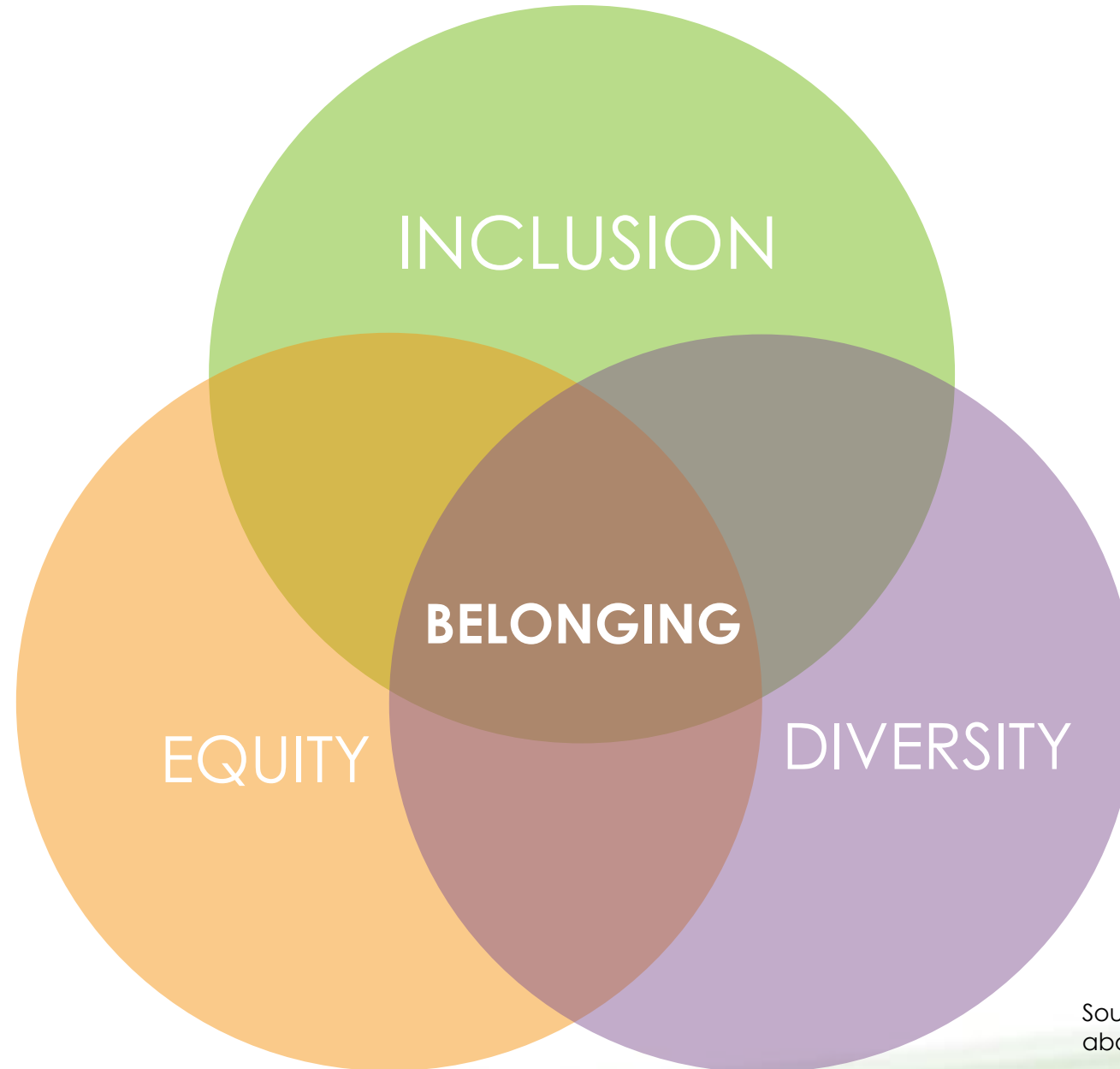
INCLUSION

Contribution & Participation

The active engagement of the contributions and participation of all people.

Have everyone's ideas been **HEARD?**

THE ULTIMATE GOAL – FEELING OF BELONGING



Source: Krys Burnett: „Belonging – A conversation about Equity, Diversity and Inclusion“, 2019

PANEL DISCUSSION



Roman Bojko

Equality, Diversity & Inclusion Leader for
IKEA (CZ, HU, SK)



Anne Ezech

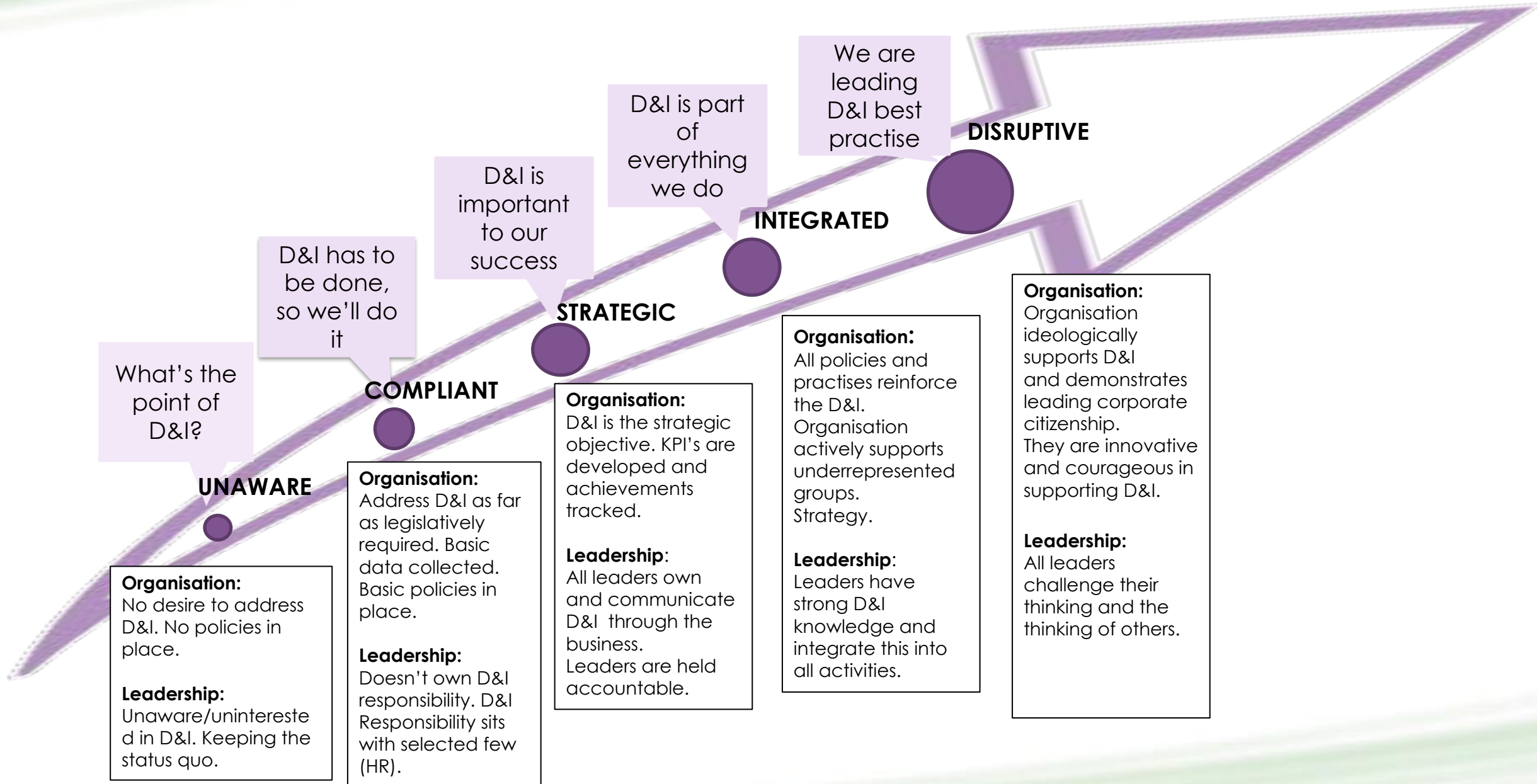
Chief Diversity & Inclusion Officer at
GE Gas Power (Europe, Middle East & Africa)



Mihály Nagy

HR Operations Lead LV, CV, PT
for Europe & Africa at Dana Incorporated

D&I MATURITY MODEL IN DEVELOPMENT





THANK YOU!