



WORLDWIDE ERC®

2018 Global Workforce Symposium

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Diversity *Matters*

Sunday Rubenstein

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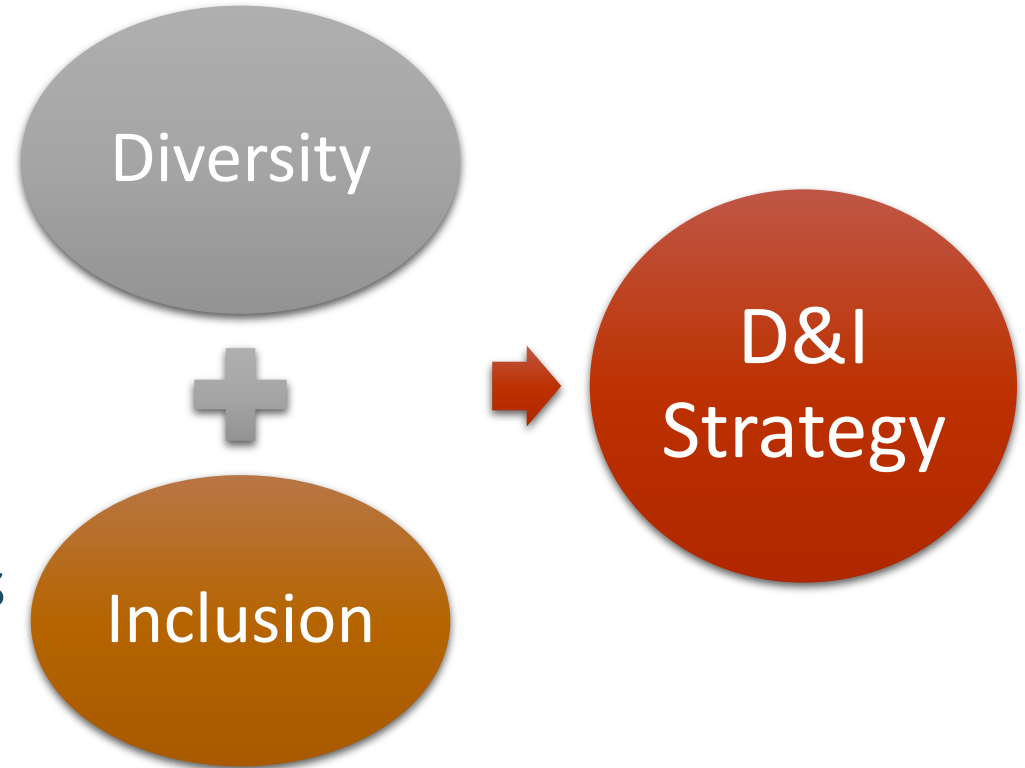




Defining Diversity & Inclusion

Identifying that differences are needed in the workforce

Leveraging and integrating differences to achieve better business results

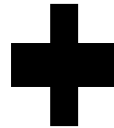




The benefits of effective D&I

Creates a
competitive
advantage

Increases
employee
engagement



Better business
performance

Team collaboration

Innovation

Source: Forbes "You'll See Greater Success In Scaling Your Business If You Prioritize This One Thing". 6 May 2018.

Source: EY Research





Additional benefits of effective D&I

Better access to talents, skills and experiences

Different perspectives

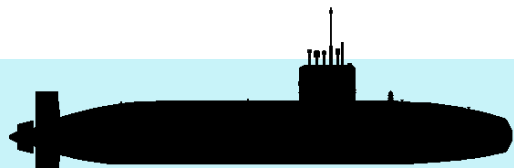


Growing talent pool

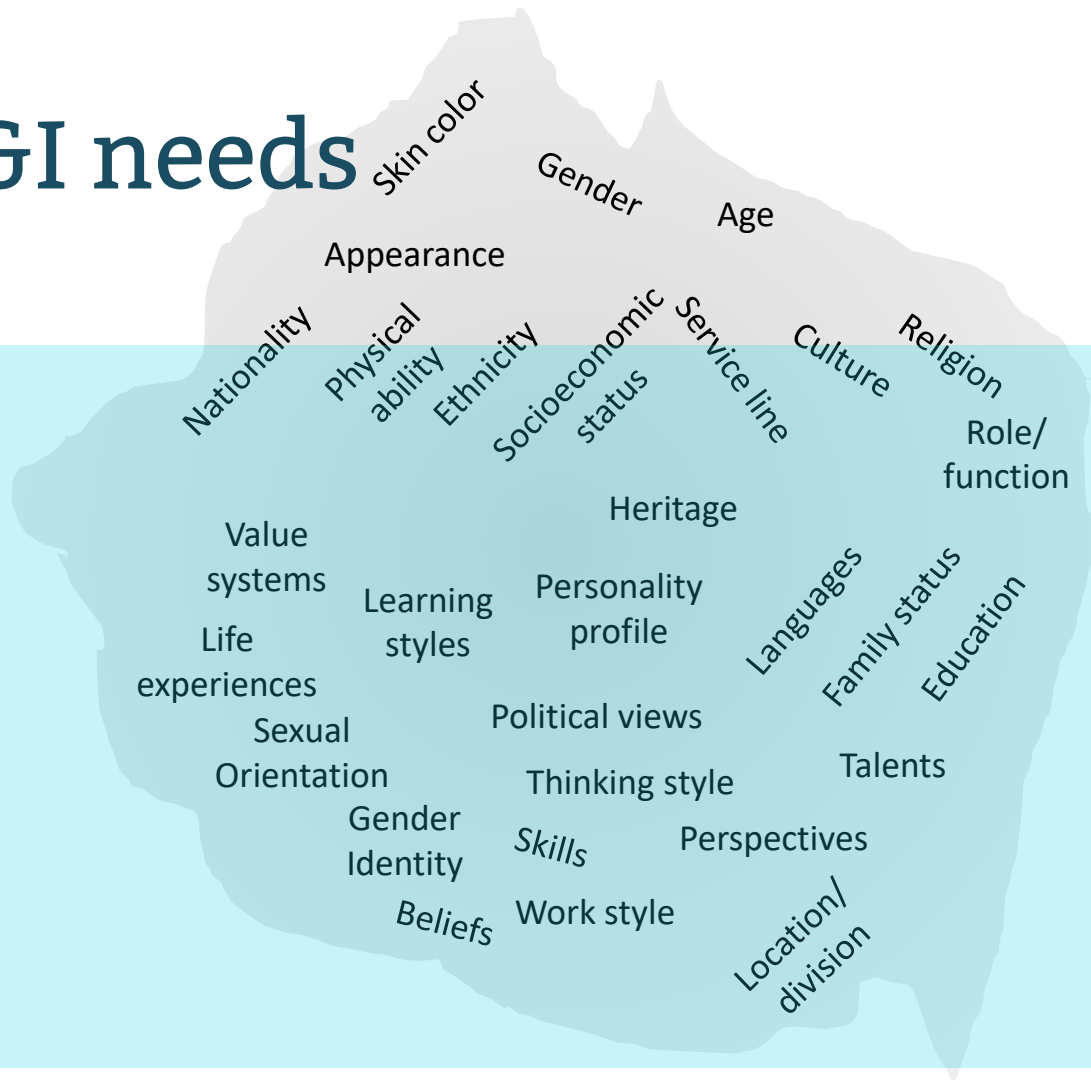
Improved succession planning



Identifying D&I needs

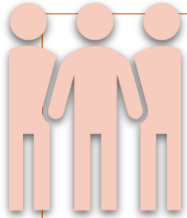


Look below
the surface!





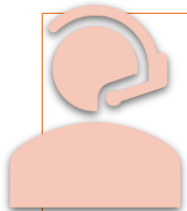
Global Mobility influencing D&I efforts



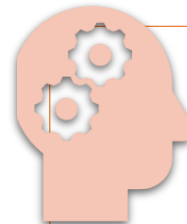
Bringing in perspectives beyond gender and ethnicity



Connecting D&I with operational success



Assessible and Approachable to the assignees



Adaptive professionals with an agile mindset





Applying D&I strategy to our work

- LGBT+ Assignee or dependents
 - Legal Challenges
- Country-specific diversity issues
- Assignee requests that do not fit organization's D&I goals
- Supplier accountability





Let's share best practices

Are Global Mobility professionals part of D&I Strategy teams?

Who decides on special requests?

- Assignee or company?





Additional D&I Resources

Articles and White Papers

Diversity And Inclusion Matters To The Workforce Of The Future

<https://www.forbes.com/sites/forbeshumanresourcescouncil/2018/05/09/diversity-and-inclusion-matters-to-the-workforce-of-the-future/#301a8b42771b>

McKinsey's January 2018 paper - Delivering Through Diversity

<https://www.mckinsey.com/business-functions/organization/our-insights/delivering-through-diversity>

You'll See Greater Success In Scaling Your Business If You Prioritize This One Thing

<https://www.forbes.com/sites/rhettpower/2018/05/06/youll-see-greater-success-in-scaling-your-business-if-you-prioritize-this-one-thing/#167fc46e4e81>

5 first steps for improving your diversity recruiting efforts

<https://www.hrdiver.com/news/5-first-steps-for-improving-your-diversity-recruiting-efforts/522078/>

