

## Driving Best Practices in Diversity & Inclusion in the Workplace – Key Learnings

Dear Participants,

Thank you for attending our session, ‘Driving Best Practices in Diversity & Inclusion in the Workplace,’ on 7 June 2022.

We hope that you found the session informative and insightful. Our primary goal was to bring together practitioners from leading KSA companies to showcase their journey and practices in diversity and inclusion.

### Key outcomes from the session:

- Learn more on the business case for Diversity & Inclusion and its impact on business performance.
- Get a deeper understanding of the company’s journey, processes and tools used to embed and drive effective diversified and inclusive culture and practices in their companies
- Connect with likeminded professionals to exchange ideas and experiences

### Speakers:



**Florence Bulté**  
Chief Sustainability Officer



**Kholoud Mousa**  
Partner



**Sultan Albalawi**  
Director of HR for Saudi & Bahrain



**Zina Janabi**  
Middle East I&D Director

## Key Takeaways from KPMG:

- Including 'equity' demonstrates we are committed to creating a more equitable workplace
- Inclusion is about belonging We commit to creating a safe environment built on trust where we can bring our true authentic selves to work and feel valued for our unique contributions and perspectives
- Diversity is about differences we commit to embracing and respecting the variety of unique experience cultures identifies and perspectives we collectively bring to KPMG
- Vision 2030 has highlighted women enrolment in more than one front and under several themes, policies implemented from Global KPMG that every KPMG Firm has to implement to ensure that an inclusive culture is built so that everyone experiences an equitable, empowering, and inclusive workplace that is free from discrimination, harassment, victimization or bullying for any reason. This policy and its effective implementation are a critical part of KPMG's IDE Collective Action Plan.
- This year KPMG conducted the Global Female Leaders Outlook taking insights from women all over the world and for the first time from Saudi female leaders on key challenges and opportunities facing their businesses, sharing their strategies to drive future growth and the risks they are concerned about.

## Key Takeaways from GE:

- Every voice makes a difference, and every difference builds a healthier world. It takes a lot of efforts and multiple different initiatives to ensure diversity is established.
- Diversity & Inclusion at the workplace is important for multiple reasons including: to enhance brand reputation; create a culture of belonging; improve retentions; and ensure higher levels of innovation.
- The GE Saudi Culture includes various aspects of Inclusion & Diversity, by creating job opportunities for PoDs, hiring more women in STEM & manufacturing positions; lean leadership, by job shadowing, mentorships programs and extending paternity leave to 3 weeks; and Leadership Behavior patterns.
- A few of the D&I Programs and Initiatives at GE are:
  - **GROW to** build & retain junior female talent.
  - **GROW+ to** accelerate women career growth to leadership positions.
  - **Women Lean Academy** to accelerate the lean transformation journey.
  - **EmpowHER Program** to identify habits that hold women back in the workplace.
  - **Return 2 Career that is an** internship for women who would like to rejoin the workforce after taking a career break

- **I Commit I&D internal campaign** to encourage leadership to commit to D&I.
- **STEM for next 50** to invest in the future local talents

### Key Takeaways from PwC:

- In 2009, PwC MiddleEast established the 1st official initiative towards diversity called “Women in Business Network”
- Data is very important; PwC is a data driven company. The right diversity infrastructure gets built by primary research and tailoring of policies based on each country’s requirements.
- PwC have created an infrastructure where people are championing and advancing the I&D agenda across all our geographies, lines of business and dimensions of diversity.
- Some of the strategic PwC projects to retain and progress women to the highest levels of the firm includes, Mentorship Program where the junior female talent gets paired with senior talent; Sponsorship Program which supports female senior talent to grow into leaders and address the gender disparity at the leadership level; Partner KPI Scorecard which works as an effective measurement mechanism
- PwC delivers tailored trainings and workshops to their people that can affect behavioral change at all levels of the organisation.
- A few examples of PwC’s workshops and trainings, are the below:
  - **#IamRemarkable** is a Google initiative that is aimed at empowering women and other underrepresented groups to celebrate their achievements in the workplace and beyond, helping them to build their brand and network effectively.
  - **Inclusive Minds** aims to shift mindsets and unlock behaviours that enable you to identify and overcome barriers to including yourself and others
  - **Up Your Game** is a training that helps you identify and resolve limiting beliefs and behaviours that may be holding you and your teams back from bringing their best and most authentic selves to work.
  - **Unconscious bias training** raises awareness of the mental shortcuts that lead us to make snap judgments about people's talents or character. The training highlights the impact of unconscious bias and presents ways of mitigating these biases
  - **Managing Inclusively** is designed to help you think and act more inclusively as managers. It guides you on what steps to take to feel more included and to integrate inclusion in your management style.



Pearl Initiative would like to thank all the participants for making time to attend this insightful session.

We appreciate your support and look forward to seeing you at our next event!