



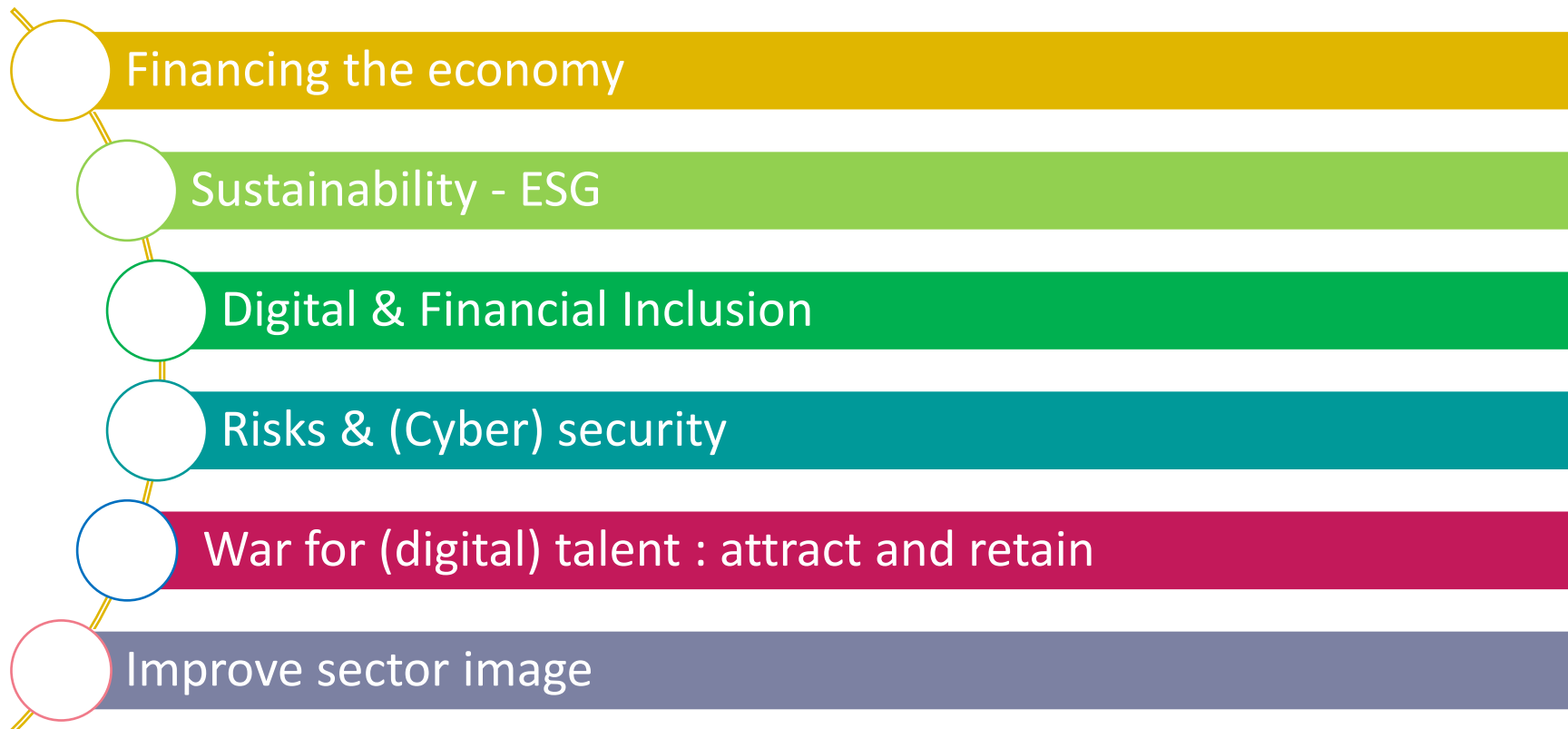
Promoting Diversity & Inclusion at sector level : How federations can build their business case

Claire Godding, 10/22



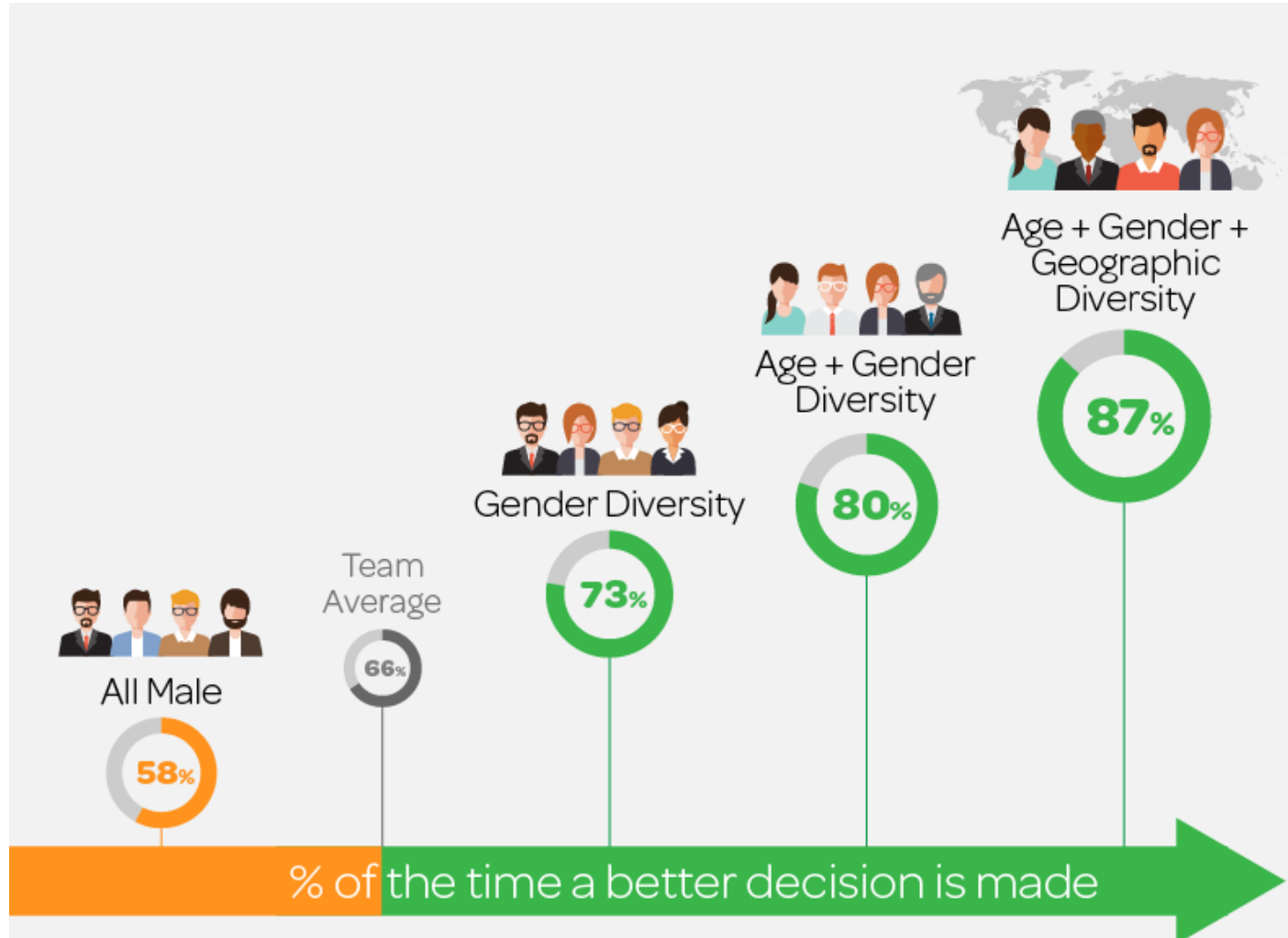
**Why does investing in
diversity & inclusion make so
much sense for our sector ?**

Some strategic priorities of the financial sector in 2022



— Diversity & Inclusion is helping the sector's strategy





Diverse teams make better decisions up to **87%** of the time.

Erik Larson,
Forbes, 2017

RISKS IF YOU DON'T ACT



You might not understand some changing client needs

You may keep losing talents, as you don't address culture

You may have difficulty to recruit new talents

You may underestimate new challenges your company faces

Your decision process may be affected by "groupthink"





Why a sector approach for Diversity & Inclusion ?

Why does a Sector approach work ?

Similar mix of genders, ages, origins

Sharing practices helps

Peer pressure pushes progress

Specific solutions accelerate progress



What does a
sector
approach
bring to its
members ?

Bringing Insights on the sector reality

Building a common vision

Helping smaller members to evolve on essential themes

Building & sharing a sector toolbox

Building sector-wide networks

Self regulation → reduces risk of external regulation





What did we achieve so far ?

3 years – 5 domains – 90% of our sector



Gender in finance : 48 companies –
and 90% of a sector - acting on their
glass ceilings



Multicultural in finance : a
sector survey, a network



LGBT* in finance : a sector
survey & a sector workshop

* Lesbian – Gay – Bisexual – Transgender



A campaign to promote
inclusion in our sector and
give tools



Some inspiration :
#InclusioninFinance toolbox
www.inclusioninfinance.be
www.womeninfinancebelgium.be
www.inclusivepanels.be



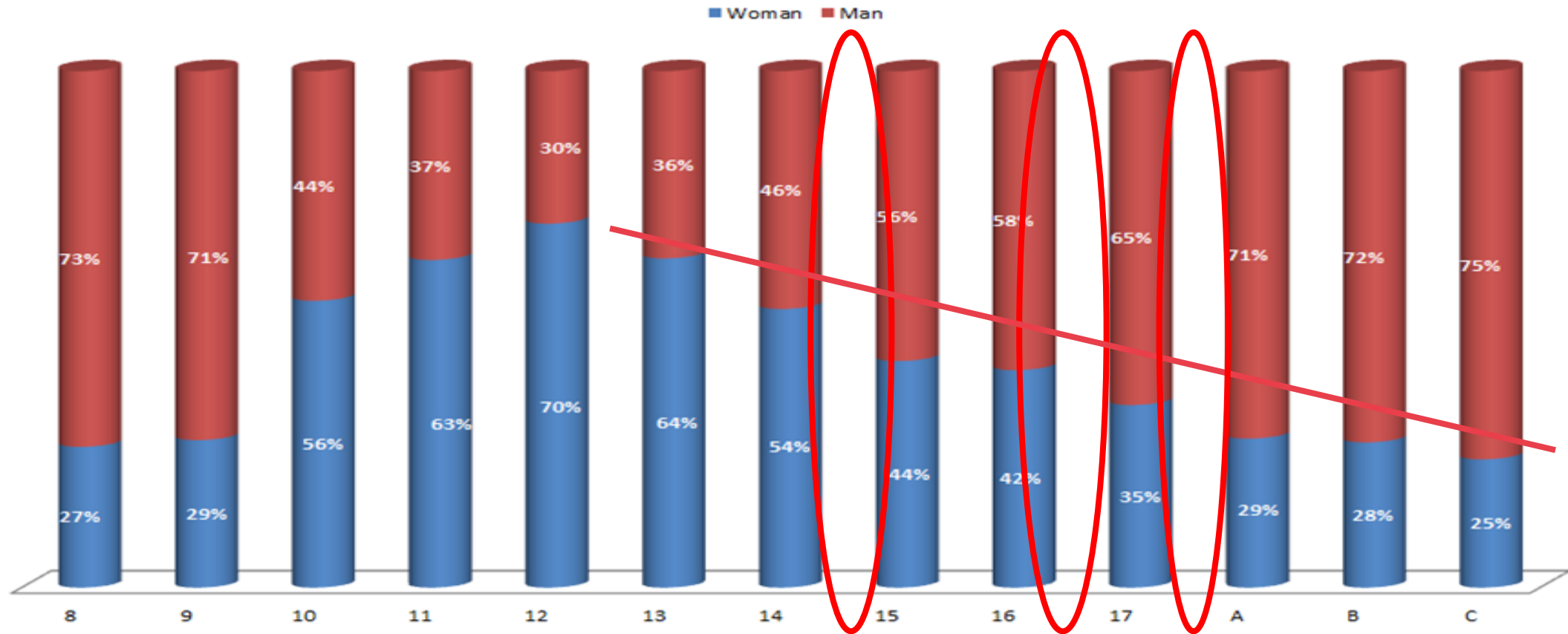
**Gender in finance : 48 companies –
and 90% of a sector - acting on their
glass ceilings**



48 institutions have signed the charter



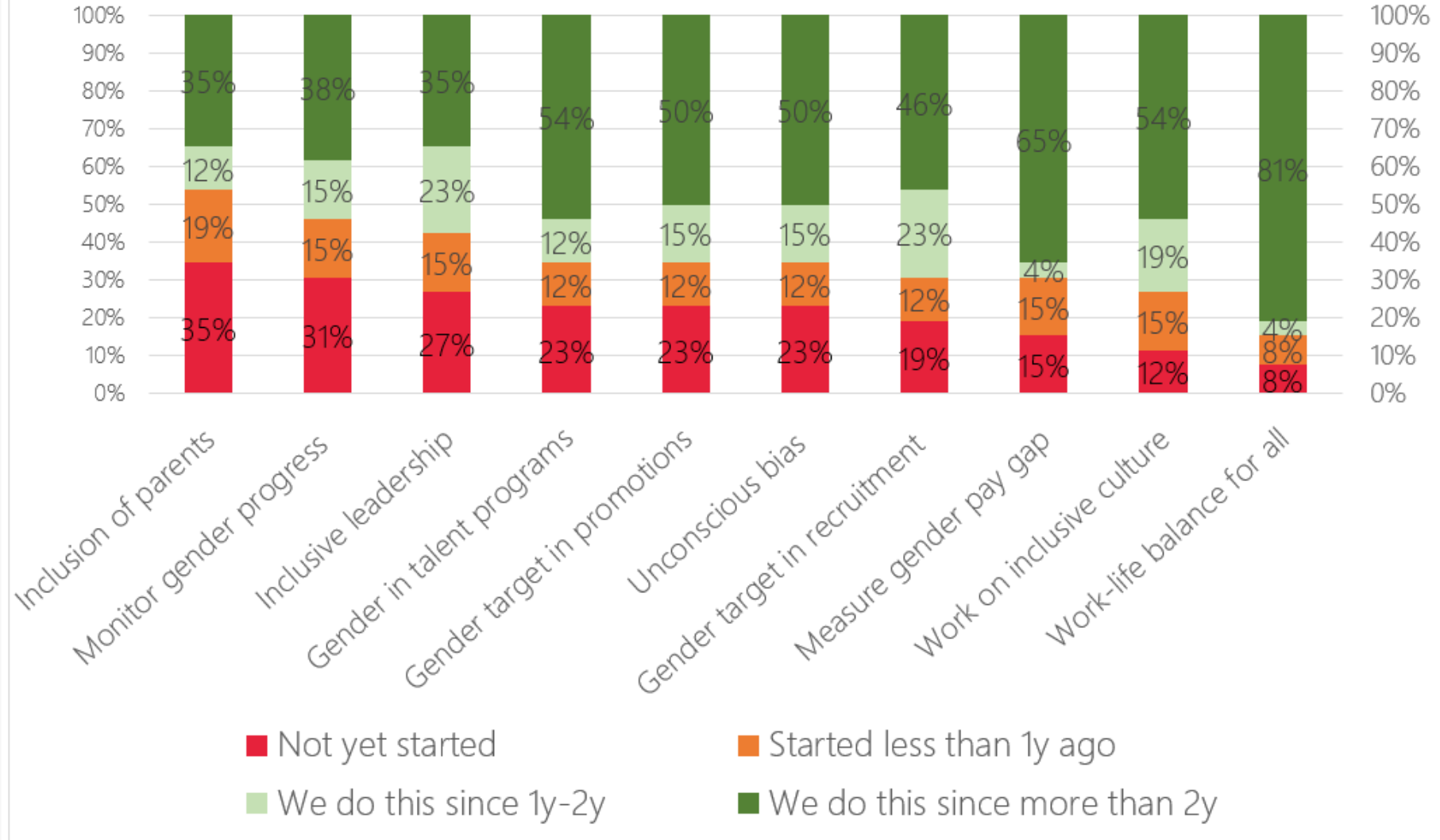
Making glass ceilings visible – in order to break them



The gender action plans of our members - 2021



Actions Started



Proposing different role models with portraits & interviews on instagram



Sophie Sin



Ima Mamadou



Laura Lumingo



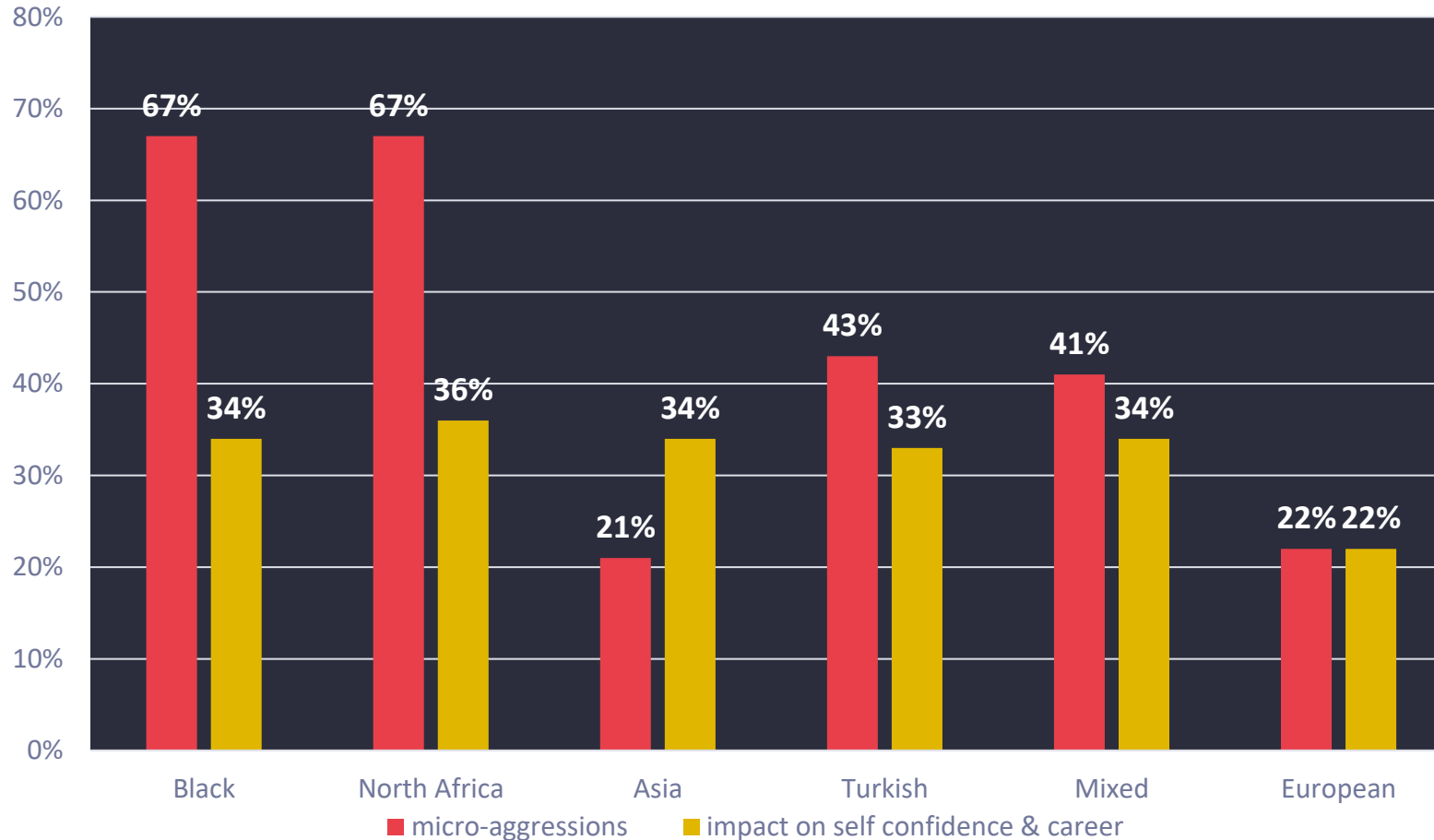


Multicultural in finance : a sector survey, a network

The Multicultural Inclusion survey by Febelfin shows micro-aggressions are a reality in our sector



– Are you hearing racist micro-aggressions (sometimes, often, very often)?





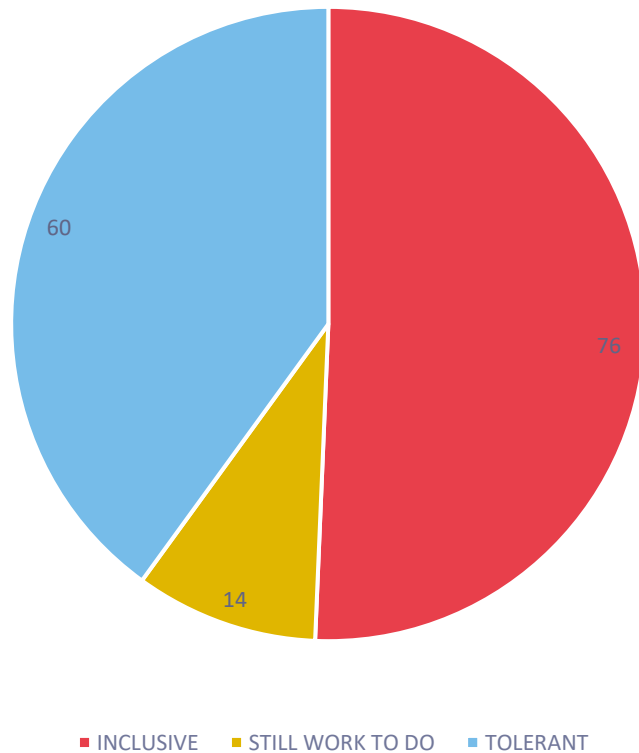
LGBT* in finance : a sector survey & a sector workshop

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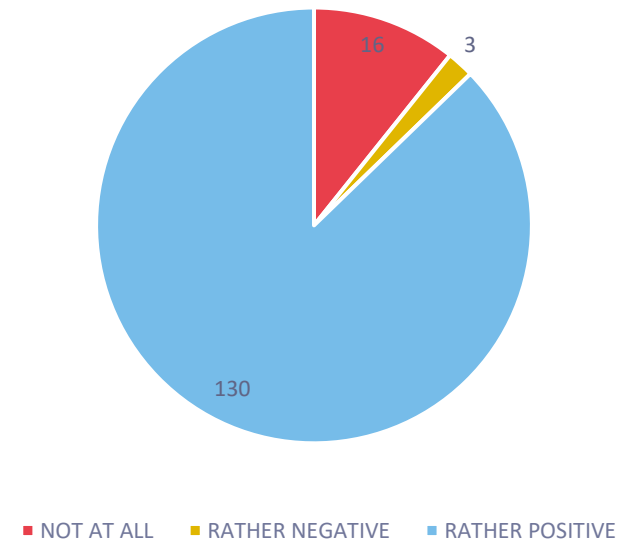
How inclusive is your employer ? The LGBTQI inclusion survey by Febelfin shows we can do better



How do you rate your employer ?



Do you see an evolution ?





**A campaign to promote
inclusion in our sector and
give tools**

4 focuses on 4 ways to become more inclusive



F
Becoming conscious of your
unconscious bias

F
Preventing micro-
aggressions

F
Fostering an inclusive culture

F
Promoting Inclusive
Leadership

FA*Q!

*heeft die de job
gekregen om quota
te halen?!*

Vooroordelen brengen geen voordelen op.
#InclusionInFinance wel. Geen idee what the FAQ je
hiermee moet? Daar brengen we verandering in! Je
ontdekt binnenkort meer...

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The Febelfin Inclusion toolbox : 25 tools for companies, CEOs, HR, team leaders and employees.



- Inter-company training sessions (with support of Brussels Region)
- Survey questions to measure inclusion in your company
- Games to play with your team
- Exercises for teams
- Checklists for CEO's , Communication team, HR
- The Inclusive Panels website & Charter

Some inspiration :

#InclusioninFinance toolbox

www.inclusioninfinance.be

www.womeninfinancebelgium.be

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