

EMEA DEI FORUM

Nom de l'entreprise : Abrdn Investments Luxembourg SA

Secteur d'activité : Activités financières et d'assurance

Catégorie de l'entreprise : Grande Entreprise

Description de l'action

Forum made of minimum one representative of all EMEA offices.

Contexte

Across Aberdeen our EMEA offices are comparatively smaller to our UK or APAC hubs, and we recognised that diversity, equity, and inclusion initiatives; along with wider engagement; looks different when a workforce is more spread out in smaller groups. The EMEA inclusion forum means that from our smallest offices (3 people) to our largest (150) there is always at least 1 colleague who is a visible and driving the inclusion agenda and having these local conversations. The nature of the forum being collaborative with all-forum calls each month means not just that best practice and ideas can be shared, but the forum members themselves feel the connection and have people they can go to.

Objectifs

Objective of Forum

- To lead progress in Inclusion across EMEA supporting delivery of the PLC DEI direction and plans as they translate to EMEA
- To stimulate progress in Inclusion within EMEA
- To agree the EMEA DEI Strategy which will be driven forward by Forum Members

Role of Forum Members

- To be an advocate for DEI within their country and across EMEA (communication, role modelling, challenging behaviours, etc.)
- To be the conduit between the Forum and EMEA Colleagues
- To drive identified DEI initiatives either individually or with other Forum members

Role of Forum Chair

- To act as a link between the Global Inclusion Committee and the EMEA DEI Forum.
- To represent EMEA at Global
- Inclusion Committee

Approche

The EMEA DEI forum consists of a dedicated team from all our EMEA offices. They meet at least once a month to discuss DEI topics, share initiatives, and establish unified EMEA strategies to drive progress. They collaborate with our global locations to ensure inclusivity in our processes, communications, and initiatives.

Impact

For example, Last September we organised our global inclusion week - Diversifest. And if it wasn't for the forum we wouldn't have had 200+ EMEA colleagues dialled into a townhall, hosted by our CEO of investments (at the time), with every office on screen to talk about diversity!

« A faire »

- Engage Leadership: Ensure that senior leaders are actively involved in DEI initiatives.
- Encourage Participation: Create opportunities for employees to contribute to DEI efforts.
- Use Data: Collect and analyze data to inform DEI strategies and measure progress.
- Informing and promoting DEI networks – putting forward our DEI networks and informing employees on their existence and their initiatives

« Ne pas faire »

Avoid Tokenism: Ensure that DEI initiatives are genuine and not just for show

Ignore Intersectionality: Consider the multiple, overlapping identities of employees when developing DEI strategies

Avoid Making This an HR Problem: Ensure accountability at all levels and layers of the organization, not just within the HR department.