

# EMEA DEI FORUM

**Company name :** Abridn Investments Luxembourg SA

**Activity sector :** Activités financières et d'assurance

**Company category :** Grande Entreprise

## Description of the action

Forum made of minimum one representative of all EMEA offices.

## Context

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.

## Objectives

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

## Approach

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!

## « To do »

- 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

## « Not to do »

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.