

Best Practice in Equity, Diversity & Inclusion

Host:

**T. André Sola, General Manager, APSCo
Deutschland**

Speakers:

Adam Tobias, Inventum

Sabine Rodach, K-Recruiting

Katharina Streithofer-Posch, PageGroup

Date:

Thursday, 30th June 11:00 CET / 10:00 BST

Language: English





APSCo Deutschland - Updates

1.) Please visit our new Web-Page
<https://apscodeutschland.org>

2.) Our EMBRACE Forum
<https://apscodeutschland.org/mitgliederbereich/apSCO-embrace.html>

3.) Upcoming Events

5th July 11:00 – 12:00 CET (Germany) - English

5 Marketing strategies to gain more candidates in 2022

How marketing can help you to boost your sales efforts and gain the right talents faster

12th July 11:00 – 12:00 CET (Germany) - English

Temp Forum - Kalkool - Temp Calculation

How to calculate bill rates in the staffing industry and protect your gross margin



Housekeeping Web-Seminar



This web-seminar will be recorded and shared in the members area.



All Participants are muted and without video.



Please raise your questions via the Q&A Board.



We are using the german "Du" Form.



Agenda – EMBRACE Forum Best Practice in ED&I

1.) Setting the Scene

T. André Sola, APSCo Deutschland

2.) Getting the Foundations right

Adam Tobias, Inventum

3.) Understanding Best-Practice in Staffing Companies

Sabine Rodach, K-Recruiting

Katharina Streithofer-Posch, Page-Group

4.) Q&A:

English / But you can ask your questions in German language as well

ED&I For Recruiters

Adam Tobias
Inventum
Group

Executive
Recruiter for
25 years

APSCo's
ED&I Partner

What ED&I
means in
recruitment

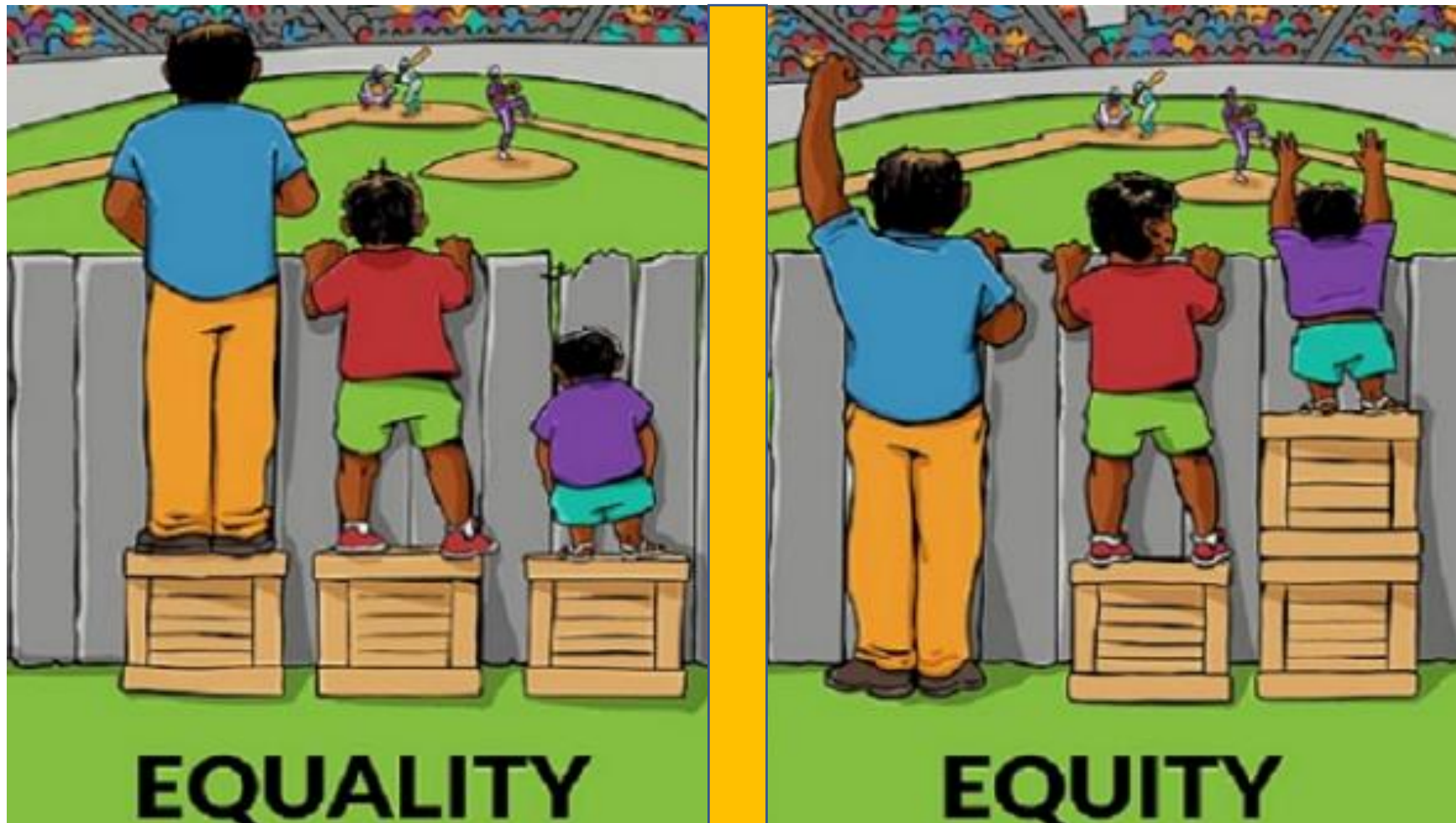
The ED&I
business
case

Start your
ED&I journey

How to
engage your
clients

What is Equity, Diversity & Inclusion?

EQUITY: Treating everyone fairly and ensuring access to opportunity, removing barriers that have prevented some people's from fully participating at work



DIVERSITY: The ways people differ, including the characteristics that make individual or groups different from each other

AGE	DISABILITY	GENDER RE-ASSIGNMENT	MARRIAGE & CIVIL PARTNERSHIP	PREGNANCY & MATERNITY	RACE & ETHNICITY	RELIGION & BELIEF
SEX	SEXUAL ORIENTATION	VETERAN STATUS	LANGUAGE	CULTURE	THINKING STYLE & PERSPECTIVE	GENDER IDENTITY
SOCIAL MOBILITY	POLITICAL IDEOLOGY	LIVED EXPERIENCES	EDUCATION	NATIONALITY	FAMILY STATUS	PERSONALITY TYPE

INCLUSION: Creating a work environment where everyone is welcomed, respected and valued regardless of their characteristics

The Business Case for ED&I



BUSINESS ETHICS

Doing the right thing, working with purpose

Building your inclusive company brand

Aligning your ESG strategy with your clients

Understanding the 'pain of exclusion'

BUSINESS RISK

Reputational risk

Less resilient to changing economic conditions*

Losing the war for talent – 70% expect ED&I policy**

Changing global demographics

Dangers of 'Groupthink'

BUSINESS PERFORMANCE

35% more likely to outperform competitors*

75% more likely to capture new market share*

200% more likely to be innovation leaders*

High employee engagement, retention & productivity**

Diverse teams outperform 'expert' teams 3 to 1***

Start Your ED&I Journey

Communicate intentions internally & externally

Inclusive recruitment techniques

Seek diverse talent – for clients and yourselves

Monitor candidate diversity anonymously

Create partnerships and join networks

Engage your clients in conversation about ED&I

Engaging Your Clients

What is your ED&I policy?

What does diversity mean to you?

How important is ED&I to your leadership?

Will you flex job spec for diverse talent?

Can I tell you about how we recruit?

Do other recruiters talk to you about ED&I?



Sabine Rodach, K-Recruiting
Head of Strategic Business Development,
K-Recruiting



Katharina Streithofer-Posch
Head of DE&I & CSR,
PageGroup

Diversity, Equity & Inclusion at PageGroup

A diverse and inclusive team brings different perspectives and insight to (y)our business, generating creativity, problem-solving and sustainability that would otherwise not be possible.

We are committed to promoting equal opportunities and inclusion in the workplace

SETTING AN EXAMPLE

- We benefit from our **diverse and inclusive workforce** through creativity, problem-solving skills and sustainability.
- Changing lives and adapting to our markets and customers only works if we benefit from **different mindsets, ways of thinking and approaches.**

PUSHING BOUNDARIES

- A wider talent pool **multiplies opportunities to reach potential:** with more candidate choices, you increase your chances to find the best competency fit.
- We are committed to **creating equal opportunities** when recruiting for our clients. Complying with D&I standards is therefore non-negotiable.

SHAPING THE FUTURE

- Every company has a **role to play** in the D&I space.
- We hold diversity & inclusion as a strong **performance driver** for companies.
- With our customers, we want to **impact society** in the long-term and strive towards a more equal world.

Our D&I Timeline

Our Internal Journey

PageGroup has spent years creating several initiatives promoting and improving inclusivity at the top levels of leadership. Among other programs, we offer unconscious bias and inclusive leadership training, and monitor, measure and report on our talent pipeline. Globally, between 2013 and 2020 our Group has increased the percentage of female operational managers from 39 - 51% and female operational directors from 23 - 40% within our company. In 2019, we introduced gender diversity improvement targets to the bonus of all our senior leaders across the world.



Our aim is to continue globalizing all our diversity and inclusion initiatives in a way that works at a local level and celebrating the positive impact they have on our business.

Our Framework

SETTING AN EXAMPLE



Our initiatives have been rewarded by Top Employer, Brigitte, Ecovadis, Global Compact, etc.



Internal networks in place for women, pride, unity and families@Page



Launched an internal D&I committee in 2020



DE&I Dashboards implemented



Global Mentoring programme for women to support women in their career development



Dedicated DE&I resources center available on intranet



Workshops to foster a respectful company culture



Yearly awareness campaigns around international women's day, Pride month, World Mental Health day, etc.



Role models and allies programme to support LGBTQI+ employees

PUSHING BOUNDARIES



Anti-discrimination process



Cooperation with external organisations to educate us and create awareness around disability recruiting



Job ads are proof-read to respect D&I standards



D&I classroom trainings and learning modules to reduce unconscious bias



We are trained to assess soft skills and ensure we focus on potential instead of subjective criteria



External events for female leaders



Gender neutral language in job descriptions

SHAPING THE FUTURE



We frequently raise awareness around people with disabilities, women, LGBTQ+ via external channels



We've ran surveys on Diversity with our clients and candidates to collect and provide new insights



We actively participate in roundtables around D&I



We signed the Diversity Charter <https://bit.ly/3qspHtq>



Our website has a dedicated section to provide guidance and insights around D&I.



D&I checklist on our website to help our clients manage their D&I needs



We held webinars on the D&I topic and invited our clients



We have a partnership with L'autre cercle, AFMD, À compétence égale, Diversicom, myAbility, Auticom



PageGroup signed the Global UN charter (UN Global Compact) in 2020

Questions?

Thank you for following us on:



www.apscodeutschland.org



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