



Press Release

ERT launches new toolkit to promote knowledge exchange in Inclusion & Diversity

BRUSSELS, 29 SEPTEMBER 2020: The European Round Table for Industry (ERT) today releases a new toolkit of case studies to promote Inclusion & Diversity (I&D) from some of European industry's biggest and best known brands, led by ERT Members.

Paulo Azevedo, Chair of the ERT Committee on Jobs, Skills & Impact and Chairman of Sonae, commented *"This compendium of 25 case studies provides some concrete actions that contribute to a more inclusive company culture, to unleash the full potential of a diverse workforce. They are the basis for continuous exchange of experiences and best practices among companies led by ERT Members and as such, this is permanent work in progress."*

He added *"Although each company is different and there is no single nor instant solution, we hope that these examples, across the various dimensions of inclusion & diversity, will inspire and stimulate more inclusion. The more companies commit and engage in these kinds of initiatives – weaving I&D into their values and company culture – the faster will be the pace of change."*

The ERT I&D Toolkit compendium brings together initiatives by 20 companies from a wide range of sectors including food & beverages, energy, chemicals, logistics, software, telecoms and more.

The publication addresses many dimensions of I&D, including gender, age, disability, ethnicity, LGBT+ and victims support, with the aim of accommodating both demographic diversity¹ and cognitive diversity².

The case studies vary in scale and scope and can be also viewed through the additional filters of the employee lifecycle and enablers identified by human resources experts.

Frank Heemskerk, Secretary General, ERT commented *"Today's release builds on the #EmbraceDifference pledge made by ERT Members in November 2018 and on our established annual reporting of Voluntary Targets for Women in Leadership, which has been in place for about 8 years now. We look forward to sharing these case studies with the wider business community in the coming months, continuing to learn about emerging aspects of I&D and ultimately driving the development of best practise."*

This first edition of the I&D toolkit compendium includes case studies from the following companies: Air Liquide, BASF, Deutsche Telekom, Engie, Eni, Heineken, Henkel, Iberdrola, KONE, Maersk, Nestlé, Nokia, Orange, SAP, Siemens, Sonae, Telefónica, Total, Umicore and Vodafone.

To find out more, visit the dedicated website, embracedifference.ert.eu

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Notes for Editors:

¹ **Demographic diversity** describes the unique environment facing employees with specific traits such as gender, race, religion, physical disabilities and sexual orientation.

² **Cognitive diversity** describes differences in perspective or information processing styles and how individuals think about and engage with new, uncertain, and complex situations.

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About the European Round Table for Industry (ERT)

The European Round Table for Industry (ERT) is a forum that brings together around 55 Chief Executives and Chairs of leading multinational companies of European parentage, covering a wide range of industrial and technological sectors. ERT strives for a strong, open and competitive Europe, with the EU and its Single Market as a driver for inclusive growth and sustainable prosperity. Companies of ERT Members have combined revenues exceeding €2 trillion, providing direct jobs to around 5 million people worldwide – of which half are in Europe – and sustaining millions of indirect jobs. They invest more than €60 billion annually in R&D, largely in Europe.

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