

## HIGH LEVEL EVENT ON DIVERSITY MANAGEMENT

*23 October 2014, Paris*

### ***10 years of Diversity Charters in the European Union: achievements, current challenges and perspectives***

The establishment of the French Diversity Charter 10 years ago, the first of its kind, marked the beginning of a new and innovative way to encourage voluntary diversity initiatives in businesses, and brought up to speed the European movement on diversity management as a whole.

The European Commission, The General Secretariat of the French Diversity Charter, and the EU Platform of Diversity Charters welcome all practitioners in this area on the 23 October 2014 at UNESCO (Place de Fontenoy - Paris 7ème) in order to:

- Take stock of the achievements of the last decade based on the experience of Diversity Charters in Europe
- Reflect on existing good and innovative practices by their signatories
- Discuss future trends and perspectives of diversity policies in businesses.
- Celebrate the 10<sup>th</sup> anniversary of the French Diversity Charter!

#### **Draft agenda**

09:15 – 10:00	<b>Registration</b>
10:00 – 10:30	<p><b>Opening session</b></p> <ul style="list-style-type: none"> <li>• <b>Paraskevi MICHOU</b>, European Commission, Acting Director General, Direction General Justice.</li> <li>• <b>Claude Bebear</b>, Honorary Chairman of AXA, founder of the French Diversity Charter</li> </ul>
10:30 – 11:50	<p><b>Session 1: From the French Charter to today's EU Platform: innovative Charter's models across the EU</b> <b>Moderator: Maria Hegarty</b></p> <ul style="list-style-type: none"> <li>• Presentation of "Bilan diversité" in France - <b>Sylvie Savignac</b>, General Secretary, French Diversity Charter and <b>Luc Vidal</b>, Director of the Opinion Unit from INERGIE – OBEA group</li> </ul> <p>Debate, Q&amp;A with the audience</p> <ul style="list-style-type: none"> <li>• Reactions/Presentations Diversity Charter representatives <ul style="list-style-type: none"> <li>- <b>Aletta Gräfin von Hardenberg</b>, General Manager Charta der Vielfalt Germany</li> <li>- <b>Kari Kasper</b>, Manager, Estonian Diversity Charter</li> <li>- <b>Louise Ring</b>, President of Swedish Diversity Charter, senior advisor in Axfood</li> <li>- <b>Vibeke Jensen</b>, Head of Employment at Municipality of Aarhus(Denmark)</li> </ul> </li> </ul> <p>Debate, Q&amp;A with the audience</p> <ul style="list-style-type: none"> <li>• <b>Jean-Claude Le Grand</b>, Group Human Resources Development Director</li> </ul>

	<p>&amp; Corporate Diversities Director, L'Oréal: Driving diversity forward from France to Europe: a fruitful cooperation between charters and companies.</p>
11:50 – 13:00	<p><b>Session 2: The vision of the enterprises: successful diversity management practices from signatories of the Charters</b> <b>Moderator: Maria Hegarty</b></p> <p>4 presentations from companies from different EU countries</p> <ul style="list-style-type: none"> <li>- <b>Davor Sertci</b>, Unit Cargo, Austria</li> <li>- <b>Philippe De Gibon</b>, Convers, France : Vision of an SME</li> <li>- <b>Representative</b>, Orange Polska</li> <li>- <b>Stéphanie Oueda</b>, international manager, L'Oréal.</li> </ul> <p>Debate, Q&amp;A with the audience</p>
13:00 – 14:30	<p><b>Lunch break</b></p>
14:30 – 15:45	<p><b>Session 3: The role of different social and economic actors in promoting diversity at the work place</b> <b>Moderator: Rokhaya Diallo</b></p> <ul style="list-style-type: none"> <li>- <b>Jean-Paul Bailly</b> CEO IMS, honorary chairman of La Poste</li> <li>- <b>Representative</b>, European Trade Union Association</li> <li>- <b>Laurent Wehr</b>, Coordinateur RH, Responsable Compétences-Recrutement-Formation-Vie Sociale &amp; projets RH, Centre Hospitalier de Luxembourg.</li> <li>- <b>Marco de Giorgi</b>, General Director, National Office against Racial Discrimination, Italy</li> </ul> <p>Debate, Q&amp;A with the audience</p>
15:45 – 16:30	<p><b>Session 4: the way forward, future and perspectives</b> <b>Moderator: Rokhaya Diallo</b></p> <ul style="list-style-type: none"> <li>- <b>Michael Gardiner</b>, Centre for Strategy and Evaluation Services</li> <li>- <b>Myrtha Casanova</b>, European Institute for Managing Diversity</li> </ul> <p>Debate, Q&amp;A with the audience</p>
16:30 – 17:15	<p><b>Closing session</b> <b>Moderator: Rokhaya Diallo</b></p> <ul style="list-style-type: none"> <li>- <b>Stéphane Roussel</b>, Vivendi, presentation of the French Charter new orientations</li> </ul> <p><b>Signatures</b></p> <p><b>Closing words</b></p> <ul style="list-style-type: none"> <li>- <b>Massimo Serpieri</b>, European Commission, Deputy Head of Unit, Non discrimination policies and Roma coordination unit, Direction General Justice</li> <li>- <b>François Rebsamen</b>, French Minister of Labour (TBC)</li> </ul>