Diversity Management in the workplace

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Sodexo’s reality

• 428 000 employees
• 36 000 sites
• 80 countries
• 132 nationalities
• 75 millions daily consumers

On-site Services
Benefits and Rewards Services
Personal and Home Services
Success factors

Committed CEO

Alignment with the Group Strategy

Living our Values

Fundamental pillar of our mission to improve the Quality of Life

« I am Sodexo »

Clear Business case
Our choice: Respecting the mosaic

1. At global level with the Global strategy, framework and different programs

2. At local level reflecting to the needs and the priorities of each country: local business cases, action plans
Beyond Diversity, fostering inclusion!

DIVERSITY is a fact, our reality

INCLUSION is an option, our choice
OUR AREAS OF FOCUS

AN INCLUSIVE ORGANIZATION

Generations

Gender

Disability

Cultures & Origins

Sexual Orientations
OUR AREAS OF FOCUS

**GENDER**
- Develop a talent pipeline
- Ensure the gender balance in all levels
- Increase number of women in operations

**PEOPLE WITH DISABILITIES**
- Encouraging employees with disability to self identify
- Raise awareness of people with disabilities

**LGBT**
- Raise awareness and foster a dialogue
- Communicate and create safe & positive working environment

**GENERATIONS**
- Raise awareness of generational differences and similarities
- Ensure each generations feels included and engaged

**CULTURES & ORIGINS**
- Raise awareness of cultural differences and similarities
- Develop cultural competences
Initiatives and actions

- Leadership Development
- Flexibility
- Communication
- Networks
- Training
- HR Processes
Awareness workshop:
We continue to cascade the Spirit of Inclusion

- Change of culture
- The best way to engage managers and build competencies
- A one day workshop for an intellectual, emotional and practical commitment
- 37 000 managers participated
Building a culture of Inclusion

What is expected from our managers?

How to become an inclusive manager?

- Understand what kind of behaviors foster inclusion and cultural change
- Understand how inclusion plays out in managers daily roles
- Understand how to role model these behaviors
Golden Behaviors are a shared reference point for all of our managers

- Be an active advocate and role model for cultural change
- Live and demonstrate our core values
- Increase a quality of life of our employees
- Challenge own behaviours and mind set, be aware of own bias and grow
- Increase personal involvement with people with different perspectives and learn from them
- Foster an environment that welcomes all diversity where all employees are able to flourish and succeed during different life stages in Sodexo
Ensure performance

Diversity & Inclusion

The Quality of Life

Engagement

Performance
Questions ?

« We must be the change we want for the world »

Gandhi