



Business Symposium

25 April, 2016

“Living Together In Inclusive Societies: The Role and Responsibility of the Private Sector“

Thematic Discussion Briefing Note

Linking corporate diversity & inclusion programmes with corporate sustainability

Background

Diversity and inclusive business models can boost economic growth, promote social development and establish more stable and just societies. Furthermore, companies that invest in inclusion in the workplace, marketplace and community have reported significant business benefits. In a Forbes study, senior executives of top-earning companies reported that workplace diversity and inclusion drive innovation and business growth. Yet although diversity and inclusion are important dimensions of social sustainability, many companies still view them as separate from their corporate sustainability strategies.

Roundtable Discussion Objectives

The Roundtable Discussion will explore the linkages between diversity and inclusion and corporate sustainability. The aim is to discuss how companies can coordinate and communicate across functions – from human resources to procurement and community relations – and make diversity and inclusion a strategic priority both as an end in itself and as a crucial means to achieve other corporate sustainability goals.

Discussion Questions

- What actions can companies take to incorporate diversity and inclusion into corporate sustainability policies and practices?
- How can companies ensure that their diversity and inclusion commitment is implemented throughout their value chain?

Facilitator

- Ursula Wynhoven, Chief Legal Officer/Chief, Governance & Social Sustainability, UN Global Compact

Lead Discussant

- Orhan Kemal Alver, CEO, Russell Reynolds Associates Turkey





Engagement Opportunities and Further Reading

- The UN Global Compact webinar on [How to Tackle the Unconscious Mind for Inclusive Behavior](#) (2014) looks at practical interventions called 'Inclusion Nudges' that passively and actively 'push' the unconscious mind to help the brain make better decisions and promote more inclusive behavior - that will stick.
- The UN Global Compact and UN Alliance of Civilizations have produced a publication entitled [Doing Business in a Multicultural World: Challenges and Opportunities](#) (2009) that identifies ways how companies address the cross-cultural issues facing their business and contribute to intercultural understanding in ways that benefit business and society.
- The UN Global Compact is developing guidance for business on good practices in making stronger linkages between diversity and inclusion in the workplace, marketplace and community and business' corporate sustainability agenda. Companies and other interested persons are invited to contact Adesuwa Ighile (ighile@unglobalcompact.org) to see the concept note and share their experiences for the guidance.