

A2: Rolling out global diversity D&I strategies in Asia - what you need to know.

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Why Asia is an important market? (If the world were 100 people, 60 would be Asian)

Why diversity and inclusion is critical to a company's growth strategy in Asia

- From both a talent management and external market perspective

Challenges of rolling out global D&I strategies in Asia

- Often perceived as a western concept
- Language does not translate well, and often at odds with cultural norms
- Difficult to engage local stakeholders
- Local diversity dynamics are different
- Global priorities may not be local priorities

However the need to embrace D&I is just as pressing

- Unconscious biases and inequalities exist – and these can undermine performance

The need to adopt an Asian Lens

- Understand the local market drivers
- Engage with stakeholders
 - Educate and raise awareness
 - Facilitate discussion

Adapt approach

Partner locally