



International Diversity Forum

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22 January 2018, Paris

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INTERNATIONAL DIVERSITY FORUM

22nd January 2018 - Paris, France

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AGENDA

08:00-09:00 Registration and coffee

09.00-09.20 **Opening:** Angel Gurría, Secretary-General of the OECD, and Haïba Ouaiissi, President of the Club XXIe Siècle

09.20-09.40 **Keynote:** Ahmed Hussen, Minister of Immigration, Refugees and Citizenship, Canada

Moderator: Alex Taylor, Freelance journalist and host at Euronews

09.40-10.55 **Plenary I: The diversity challenge**

Purpose

OECD countries are becoming more diverse: the variety of groups defined by individual characteristics such as gender, age, disability, LGBT status, nationality, ethnicity, or race has increased considerably, in the labour market and in society more broadly. Yet, the full economic and social inclusion of these various groups remains an elusive goal. This plenary session will assess the scale of this diversity challenge.

Key questions for discussion

- What have businesses, governments or international organizations done to promote a diverse workforce and an inclusive society overall?
- What are the most pressing challenges for a better inclusion of the increasingly diverse constituent parts of our societies?
- Has it become more difficult to promote diversity than it was in the past?
- Is there a backlash against diversity and inclusion?

Speakers

Introduction to the debate:

Jennifer Brown, CEO of Jennifer Brown Consulting (diversity and inclusion expert) and author of the best-seller *Inclusion: Diversity, the New Workplace and the Will to Change*

- Hakim El Karoui, Essayist, Honorary President of the Club XXIe Siècle
- Christl Kvam, State Secretary at the Ministry of Labour and Social Affairs, Norway
- Michael O'Flaherty, Director of the European Union Agency for Fundamental Rights
- Anne Thevenet-Abitbol, Prospective and New Concepts Vice President at Danone Group, EVE, Octave & Noé Programs Editorial and Art Director

10.55-11.00 **Presentation by Reza of his photo exhibition "One World One Tribe"**

11.00-11.05 Presentation by Anilore Banon of VITAE, a sculpture containing a million handprints that will be sent to the moon: add *your* handprint during the coffee breaks!

- AGORA “Diversity and Inclusion” solutions

11.05-11.35 Various stakeholders showcase their innovations, projects and campaigns for a more diverse and inclusive workplace:

(Coffee break)

Pitch zone: Mozaïk RH; IPAG; Dauphine

- VITAE project: join the adventure and get your handprint on VITAE!

- Photo exhibition: Reza’s “One World One Tribe” and Rémi Hostekind’s “Parisiens du monde”

11.35-12.50 Plenary II: What is the economic impact of diversity and how can we make a stronger business case?

Purpose:

Diversity is integral to a strong economy, through reduced discrimination, prospect for complementarities between different skills, experiences and ideas, or better connection with an increasingly diverse consumer base. But diversity also entails challenges, by potentially increasing coordination costs and conflict. Inclusion is a key prerequisite to reap the full benefits of diversity. This plenary session will discuss the business case for diversity and how all stakeholders must intensify their efforts to make diversity inclusive.

Key questions for discussion

- What is your personal experience of the economic impact of diversity?
- What is the business case for investing and promoting diversity in the workplace?
- What is the role of public policy in making diversity inclusive at the firm level?
- In which business contexts and for which groups is the promotion of diversity particularly challenging?

Speakers

- Olivier Hérout, HR Director in charge of HR Strategy and Social Affairs at Engie
- Denise Hottmann, Representative of the German Diversity Charter and Head of Diversity and Inclusion at Boehringer Ingelheim Deutschland
- Seija Ilmakunnas, Director of the Labour Institute for Economic Research, Finland
- Stefano Scarpetta, Director for Employment, Labour and Social Affairs, OECD
- William Spriggs, Senior Economist to the AFL-CIO (umbrella organisations of US trade unions)

12.50-13.00 Presentation by Frédérique Bedos of Le Projet Imagine

13.00-14.50 Lunch break

A lunch prepared by the refugee cooks “Les Cuistots Migrateurs” is served in the conference room to every participant, while the documentary “Women and Men” by Frédérique Bedos (52’) is shown. Already viewed by 35 million people all around the world, screened at prestigious institutions such as the UN, and honoured with the Silver Award at the 2016 Deauville Green Award, “Women and Men” is a reference on equality between women and men in the world. A debate with Frédérique Bedos will follow.

14.00-15.00 - AGORA “Diversity and Inclusion” solutions

Pitch zone: FMD (French Association of Diversity Managers)

14.50-16.05 Plenary III: What strategies and policies work to promote diversity?

Businesses and governments across OECD countries have adopted a range of strategies and policies to tackle discrimination and get the most out of diversity, yet often it is not clear how effective these approaches are. This plenary session will discuss what policy tools and corporate strategies have been effective in promoting diversity. It will also investigate to what extent these can be mainstreamed or need to be tailored to specific groups (strategies that work well for ethnic minorities may not be easily transferable to people with disabilities, for example), and what insights can be gained from policies on gender equality.

Key questions for discussion

- Which policy tools help promote diversity in society at large?
- When is it best to mainstream diversity policies? In what areas may targeted approaches be preferable?
- How to define and measure the success of diversity strategies and policies?
- How can unconscious bias and discrimination be avoided in the hiring stage and beyond?

Speakers

- Alexandra Kalev, Associate Professor of Sociology and Anthropology, Tel Aviv University
- Edwin Lau, Head of the Reform of the Public Sector Division, OECD
- Isabelle Michel-Magyar, Program Leader for the HeForShe movement
- Michael Wardlow, Chief Commissioner of the Equality Commission for Northern Ireland
- Mansour Zoberi, President of the French Association of Diversity Managers

– **AGORA “Diversity and Inclusion” solutions**

Pitch zone: Simplon.co; the Chaire “Management, diversités et cohésion sociale” of the Foundation Paris Dauphine; Article 1; IPAG Inclusive Business Chaire;

16.05-16.35
(Coffee break)

- **VITAE project:** join the adventure and get your handprint on VITAE!
- **Photo exhibition: Reza’s “One World One Tribe” and Rémi Hostekind’s “Parisiens du monde”**

Purpose

New technologies are having a profound impact on labour markets and social interactions. This digital transformation constitutes an opportunity for more diversity but also poses challenges. This final plenary session will provide an outlook on key areas that policy making and business need to focus on in the coming years, such as digitalisation, big data, the future of work, and how all stakeholders can jointly react to these challenges.

Key questions for discussion

- How can we use digital technology to foster a more diverse workforce?
- Are HR analytics, the use of big data for human resources, the next frontier for reducing unconscious bias and discrimination?
- How can policy respond to anxieties related to automation and job loss?
- What skills are needed to thrive in the digital economy?

Speakers

- Sergei Guriev, Chief Economist at the European Bank for Reconstruction and Development and Professor of Economics at Sciences Po Paris
- Barbara Levéel, Global Head of Diversity and HR CSR at BNP Paribas
- Irena Moozová, Director for Equality and Union Citizenship at the Directorate-General for Justice and Consumers, European Commission
- Annabelle Pinel, Big Data & HR Analytics Business Developer at Capgemini
- Ivan Scalfarotto, State Secretary for Economic Development, Italy

17.50-18.00

Closing remarks: Khadija Mouhaddab, Head of Partnerships and International Development of the Club XXIe Siècle, and Gabriela Ramos, OECD Chief of Staff and Sherpa to the G20

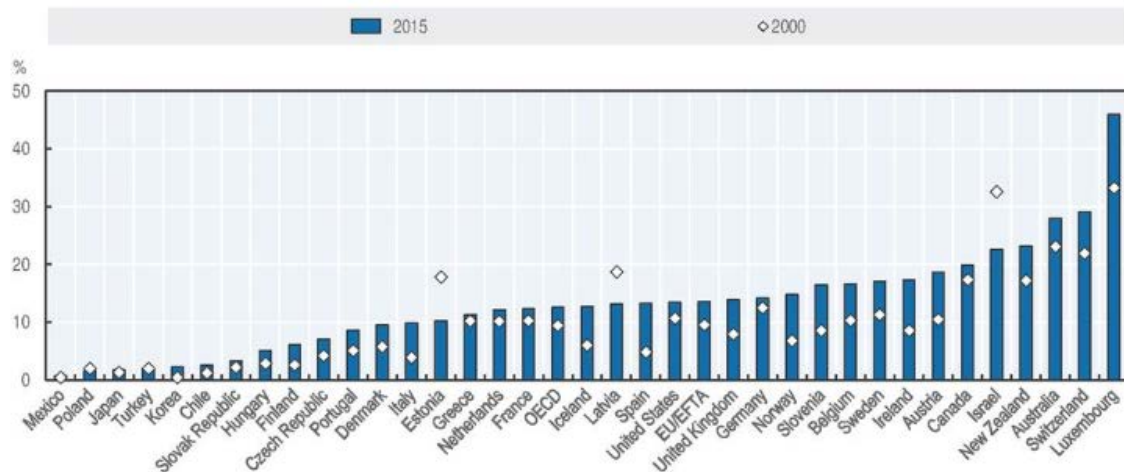
Issues note - Plenary I: The diversity challenge

OECD countries are becoming more diverse: the variety of groups defined by individual characteristics such as gender, age, disability, LGBT status, nationality, ethnicity, or race has increased considerably, in the labour market and in society more broadly. Women have entered the workforce in large numbers. Employment rates of older workers are increasing: 59% of individuals in the age group 55-64 are employed in 2016, up from 48% in 2000. Nearly 15% of the working-age population reports having a disability or long-lasting health problem that limits their activities in daily life. This share rises with age, with rates twice as high among those aged 50 to 64. Increasingly, LGBT people are open about their sexual orientation and gender identity. As an illustration, successive rounds of a Gallup survey in the US reveal that the proportion of adults who identify as LGBT is rapidly increasing: 3.5% in 2012, 3.7% in 2015 and 4.1% in 2016. And immigration is at a historic high: around 5 million people migrated permanently to OECD countries in 2016, well above the previous peak level observed in 2007 before the economic crisis. Almost one in ten people living in the OECD are foreign-born, and among younger cohorts, over a quarter of 15- to 34-year-olds are foreign-born or native-born offspring of immigrant parents in OECD countries with available data.

Yet, the full economic and social inclusion of these various groups remains an elusive goal. Although women's labour force participation rates have risen in recent decades, women are still 12 percentage points less likely than men to engage in paid work across OECD countries. When women do enter the labour force they are more likely to work part-time, are less likely to advance to management, tend to work in less lucrative sectors, and still face discrimination. These factors combine to create a sizeable wage gap: the median full-time female worker earns almost 15% less than her male counterpart. This rate has barely changed in the past decade, and contributes (along with other factors) to a sizeable gender gap in incomes in old age.

Other groups also face substantial barriers to their successful inclusion. Changing jobs or finding new ones once they are unemployed is a challenge for older people. People with disabilities find it hard to participate in the labour market, even though many can and wish to work: in a study of 16 OECD countries, their employment rate is 27 percentage points lower than that of non-disabled people. Discrimination against migrants and LGBT people is still frequent. Field experiments show that homosexual applicants are only half as likely to be invited to a job interview as their heterosexual counterparts, and they are offered wages that are up to 10% lower. LGBT people also fare poorly in many other measures of well-being: while homosexuality has become more widely accepted over time in most OECD countries, homophobia remains widespread and a large majority of LGBT people feel rejected. The pervasive stigmatization of sexual and gender minorities affects their educational attainment and mental health, and institutional barriers to the legal recognition of same-sex couples have negative effects on relationship stability and their children's well-being. Immigrants are also at risk of social exclusion and their skills are often underused. In most OECD countries, they have lower employment rates than the native-born population. This is true even for highly-skilled immigrants, especially for those with foreign credentials as these often do not translate well to host country degrees. Migrant women are particularly disadvantaged in the labour market, with employment rates well below foreign-born men and native-born women and men in most countries. The native-born offspring of foreign-born people also face persisting obstacles. In the EU, their youth unemployment rate is nearly 50% higher than among young people with native-born parents.

The foreign-born as a percentage of the total population in OECD countries, 2000-2015



Note: Data refer to 2000 or the closest available year, and to 2015 or the most recent available year. The OECD and EU/EFTA averages are simple averages based on rates presented. For Japan and Korea, the data refer to the foreign population rather than the foreign-born population.

Source: OECD International Migration Database; Eurostat.

StatLink <http://dx.doi.org/10.1787/888933497912>

Questions for discussion

What have businesses, governments or international organizations done to promote a diverse workforce and an inclusive society overall?

What are the most pressing challenges for a better inclusion of the increasingly diverse components of our societies?

Is the diversity challenge harder now than it was in the past?

Is there a backlash against diversity and inclusion?

Speakers

Jennifer Brown

CEO of Jennifer Brown Consulting (diversity and inclusion expert) and author of the best-seller *Inclusion: Diversity, the New Workplace and the Will to Change*

Hakim El Karoui

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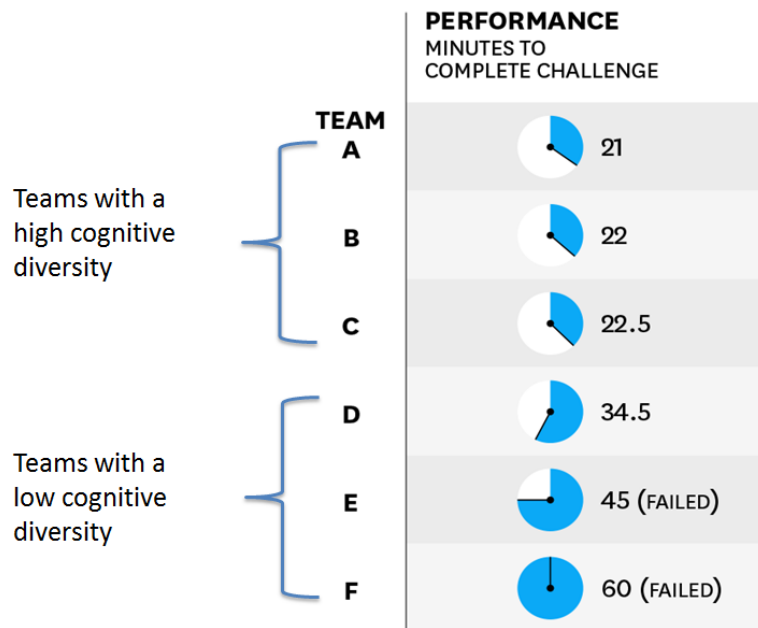
Issues note - Plenary II:
What is the economic impact of diversity
and how can we make a stronger business case?

Diversity is integral to a strong economy and inclusive growth. A diverse and inclusive economy is an economy that does not discriminate and treats all its groups on an equal footing. Equal opportunities with respect to education and jobs can generate a wide range of economic benefits. First, it allows all groups to reach their full potential. As an illustration, the [French government computed in 2015¹](#) that France would gain some 150 billion Euros, or 6.9% of the 2015 GDP, over 20 years (i.e. a 0.35% increase in GDP per year) by increasing access to skilled jobs and the overall employment rate for women and minorities. Better inclusion also benefits the economy by reframing incentives: the previously disfavoured groups see a point to becoming more engaged, while the previously favoured groups can no longer take their position for granted and also have to engage more actively. What is more, equal opportunities tend to increase workers' well-being, a key driver of their performance. . [A recent study performed in the UK²](#) provides evidence on the impact of happiness on productivity. It finds that happier people are around 12% more productive.

But the benefits of higher diversity are not limited to those of reduced discrimination. Enhanced diversity increases the prospect for complementarities between different skills, experiences and ideas, especially among teams involved in collective problem-solving. [Research³](#) finds that teams higher in cognitive diversity, defined as differences in perspective or information processing style, solve problems faster than teams where everyone has the same thinking style. Higher diversity also makes firms attractive to a wide range of stakeholders who matter for their profitability. It allows companies to stay connected with an increasingly diverse consumer base, in particular when they work globally, and to entice consumers and investors who care about corporate social responsibility. According to [a survey conducted in 2015⁴](#) among 300,000 consumers in 60 countries, 66% of them are prepared to pay more for socially-responsible brands – an 11 percentage points increase compared to the previous year. This upward trend is particularly strong among the Millennials (born between 1980-2000) where the proportion of consumers who notably care about the social value created by a company reaches 73% - up from 50% in 2014. Finally, employing migrants may also be economically beneficial by expanding a firm's export sales. . [A study in Denmark⁵](#) suggests that hiring foreign employees allows firms to benefit from personal and business networks abroad that can contribute to decrease their trade costs.

Of course, diversity also entails challenges by potentially increasing coordination costs and conflict. Inclusion is a key prerequisite in order to reap the full benefits of diversity. Some evidence suggests that ethnically diverse work teams can outperform more homogeneous ones [in a diversity-inclusive environment⁶](#), while the reverse is true [in environments characterized by inter-ethnic tensions⁷](#). These observations imply that all stakeholders – government, social partners and civil society - should intensify their efforts to create an environment in which all groups feel valued and respected and have access to the same opportunities.

Higher cognitive diversity within team correlates with better performance



Note: Cognitive diversity is calculated as differences in thinking styles present on each team

Source: Alison Reynolds and David Lewis, 2017, "Teams solve problems faster when they are more cognitively diverse," *Harvard Business Review*.

Questions for discussion

What is your personal experience of the economic impact of diversity?

What is the business case for investing and promoting diversity in the workplace?

What is the role of public policy in making diversity inclusive at the firm level?

In which business contexts, and for which groups, is the promotion of diversity particularly challenging?

Speakers

Olivier Hérout

Denise Hottmann

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William Spriggs

HR Director in charge of HR Strategy and Social Affairs at Engie
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Director of the Labour Institute for Economic Research, Finland
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Senior Economist to the AFL-CIO (umbrella organisations of US trade unions)

Issues note - Plenary III:

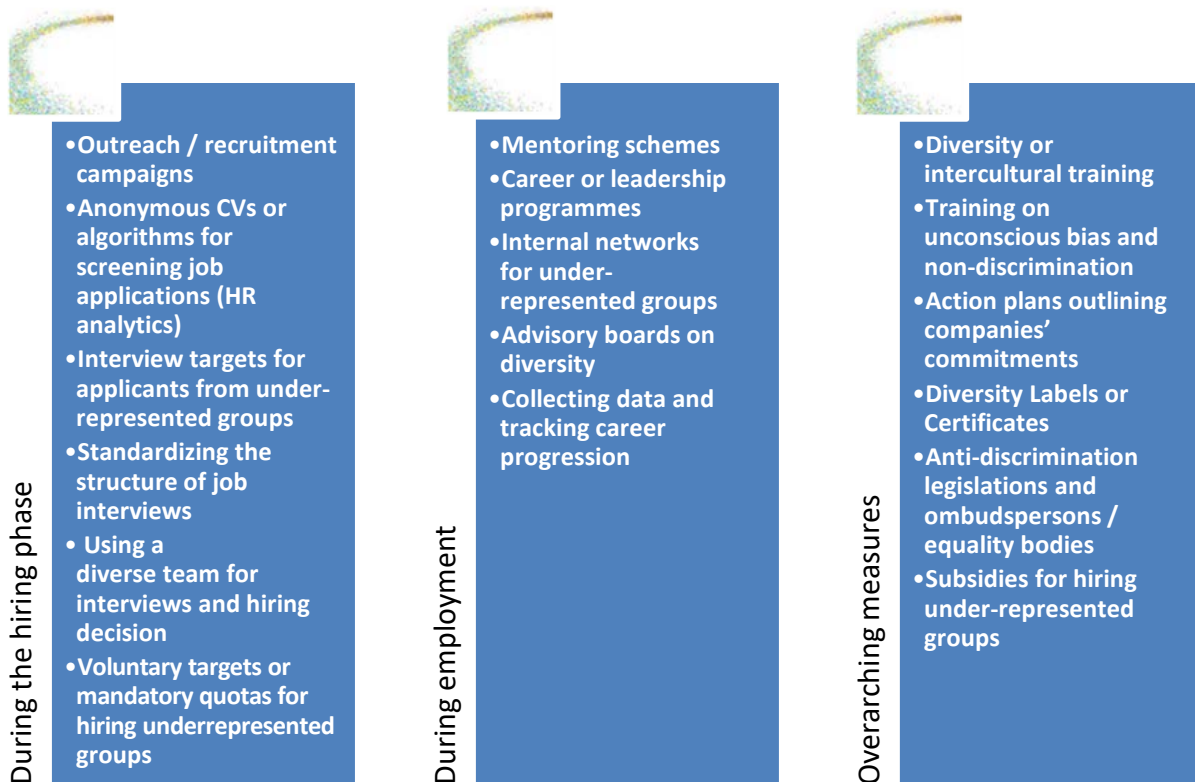
What strategies and policies work to promote diversity?

Businesses and governments across OECD countries have adopted a range of strategies and policies to provide equal opportunities and get the most out of diversity, yet often it is not clear how effective these approaches are.

A large set of tools has been developed to strengthen diversity in the workforce, ranging from voluntary commitments, such as Diversity Charters, to mandatory quotas for certain positions or sectors. Diversity Charters have been signed in 20 EU countries, representing around 10,000 businesses across the EU and approximately 15 million employees. And nine OECD countries have introduced gender quotas for the boards of publicly listed and/or state-owned enterprises. On average in the OECD, only 20% of board members in publicly listed companies are female. Measures may apply to one group specifically, for example reaching out to ethnic minority candidates during recruitment, or target employees more generally, such as providing courses on intercultural competencies or unconscious bias for all staff. Diversity management is important throughout the staff management process, including initial outreach measures, diversity-sensitive approaches in the recruitment phase or initiatives at the workplace regarding promotions. However, there is still relatively little evidence on what works. This is a key issue for effective policy-making, but also makes it difficult to get companies on board who may not be convinced that having more diverse staff adds value. Partly, the lack of evidence reflects a lack of data, as the impact of diversity measures is often not evaluated. It also reflects the challenge of defining what constitutes a 'successful' diversity policy and how this should be measured.

But strategies and policies to promote diversity should not be confined to the workplace. They must involve a multifaceted, whole-of-government approach to ensure that disadvantaged groups have full access to social and economic prosperity. This includes: (i) ensuring equality of opportunity through high-quality early childhood education; (ii) gathering good data on the size of minority populations and developing social, educational and economic indicators; (iii) providing adequate support throughout the life cycle to promote everyone's integration into the economy and society at large; (iv) enacting and enforcing anti-discrimination or minority-inclusive legislation; (v) combating prejudice and stereotypes at home, at school, at work, and in society at large to guarantee that all individuals can succeed regardless of their background. Despite knowledge gaps, evidence on the impact of these approaches confirms their effectiveness. This is for instance the case of the Perry Preschool intervention, an early childhood education program that targeted low-income 3-year old black children in the US. [Impact evaluation](#)⁸ of this programme reveals substantially better educational attainment and improved labour market outcomes at adult age for children who benefited from this intervention. Evidence on the impact of prejudice-reducing interventions is scarcer but similarly promising. [A recent study published in Science](#)⁹ shows that a mere 10-minute conversations between canvassers and voters about transgender rights substantially and durably reduce transphobia, with effects still visible three months after the intervention.

Different types of diversity policies and strategies in the workplace



Questions for discussion

Which policy tools help promote diversity in society at large?

When is it best to mainstream diversity policies? In what areas may targeted approaches be preferable?

How to define and measure the success of diversity strategies and policies?

How can unconscious bias and discrimination be avoided in the hiring stage and beyond?

Speakers

Alexandra Kalev

Associate Professor of Sociology and Anthropology, Tel Aviv University

Edwin Lau

Head of the Reform of the Public Sector Division, OECD

Isabelle Michel-Magyar

Program Leader for the HeForShe movement

Michael Wardlow

Chief Commissioner of the Equality Commission for Northern Ireland

Mansour Zoberi

President of the French Association of Diversity Managers

Issues note -Plenary IV: The future of diversity

New technologies are having a profound impact on labour markets and social interactions. This digital transformation constitutes an opportunity for more diversity but also poses challenges.

Technological change is creating major new opportunities for making societies more inclusive of their increasingly diverse social groups. More flexible ways of working make it easier for parents to combine paid work with caring responsibilities: OECD countries with the highest shares of women working from home also tend to have high maternal employment rates, while no such relationship emerges for men. Additionally, new survey technologies such as computer-assisted self-interviewing can improve respondents' sense of anonymity and privacy thereby increasing chances that sexual and gender minorities come out to surveys; this in turn makes it possible to measure the penalty they may suffer due to their LGBT status. US data collected between 2005 and 2010 show that the proportion of individuals who self-identify as gay, lesbian or bisexual is twice as high when information on sexual orientation is collected through computer-assisted self-interviewing as when it is filled out by the interviewer in the context of a face-to-face or telephone interview.

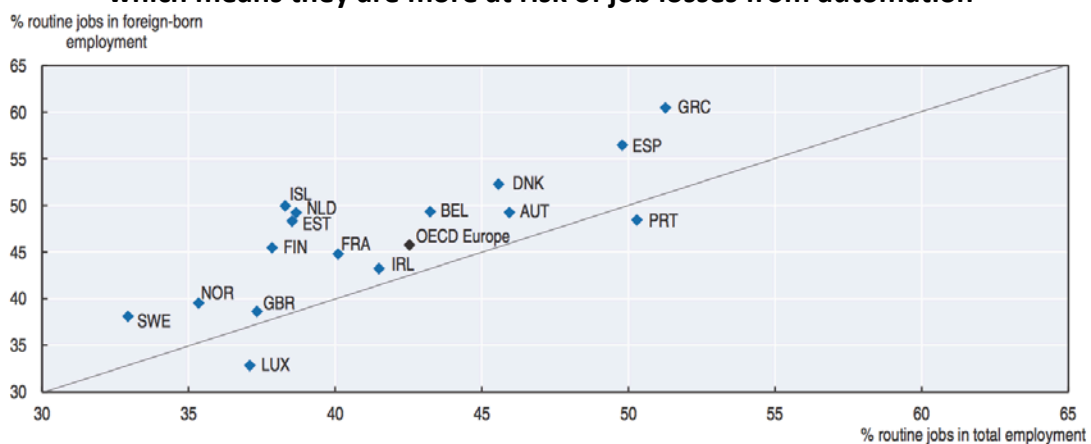
Access to the digital world also has the potential to improve the lives and promote the labour market and social inclusion of people with disabilities. A wide range of new technologies improve accessibility for blind or visually impaired people: braille keyboards, speakers (that transform text into a computer generated voice) and microphones (that convert speech into text or other actions by specialised softwares), Project-Ray smartphone (a vision-free smartphone that is controlled via touch, voice and sound controls), OrCam (a device that recognizes text and objects and describes them to its wearer via a bone-conduction earpiece and creates artificial vision) or Nano Retina (artificial retina that can return a person's sight). New technologies can also facilitate language learning for newly-arrived immigrants and provide the means for a better assessment of their skills. What is more, the spread of digitally-enabled independent work with the development of online platforms offer job prospects to young NEETs (not in employment, education or training), among which young immigrants and native-born youth with immigrant parents are largely overrepresented.

HR analytics, the use of big data for human resources, may be the next frontier for cutting unconscious bias and discrimination, although this approach needs to be complemented by prejudice- and stereotype-reducing interventions among managers and coworkers to be fully effective. [A recent study](#)¹⁰ provides the first experimental evidence about the impact of algorithms on the probability of atypical job candidates to be hired. It reveals that the machine and human screeners disagree on about 30% of candidates with the machine being better at identifying the "right" candidates: the marginal candidate picked by the machine (but not by the human) is +17% more likely to pass a double-blind face-to-face interview with co-workers and receive a job offer, while the marginal candidate picked by a human (but not the machine) is less likely to pass the double-blind interview. Put differently, the algorithm benefits candidates who would otherwise have been discriminated against, such as individuals who lack job referrals, those without prior experience, or those with atypical credentials. . [Another recent study](#)¹¹ on the use of job-testing recruitment technologies further confirms that firms that rely less on human judgement when making hiring decisions end up with better hires.

But digital transformation also comes with potential threats. Access to information and communication technologies has dramatically improved. The share of internet users in OECD countries grew by an average of 30 percentage points over the last ten years. While this has brought benefits for many, some groups are at higher risk of exclusion, such as older people who lack the full set of skills to thrive in a digital

working environment. Data from OECD countries confirm that younger people are better prepared for the digital working environment than older people: some 42% of adults aged 25 to 34 can complete tasks involving multiple steps and requiring the use of specific technology applications, such as an online form, but in the age group 55-65, only one in ten can do so. Computers and robots are being increasingly used as substitutes for routine activities performed by low- and middle-skilled workers, thereby contributing to a polarization of jobs. The loss of upward social mobility prospects for a substantial fraction of the workforce has contributed to the growing dissatisfaction about the effects of globalisation, technological changes and migration flows. This anxiety can in turn fuel a tendency to turn inward and question the benefits of diversity. Automation also hits diversity more directly, with migrant workers being over-represented in jobs involving routine tasks. Making sure that digital gains are accessible to all is a priority to guarantee a flourishing future for diversity.

In European OECD countries, 47% of foreign-born workers are involved in routine jobs, which means they are more at risk of job losses from automation



Source: [OECD International Migration Outlook \(2017\)](#)

Questions for discussion

- How can we use digital technology to foster a more diverse workforce?
- Are HR analytics the next frontier for reducing unconscious bias and discrimination?
- How can policy respond to anxieties related to automation and job loss?
- What skills are needed to thrive in the digital economy?

Speakers

- Sergei Guriev* Chief Economist at the European Bank for Reconstruction and Development and Professor at Sciences Po Paris
- Barbara Levéel* Global Head of Diversity and HR CSR at BNP Paribas
- Irena Moozova* Director responsible for Equality and Union at the Directorate-General for Justice and Consumers, European Commission
- Annabelle Pinel* Big Data & Analytics Business Developer at Capgemini
- Ivan Scalfarotto* State Secretary for Economic Development

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SPEAKER PROFILES

OPENING SESSION

Angel Gurría



Secretary-General of the OECD

Mr. Angel Gurría has been the Secretary-General of the OECD since 2006. Under his leadership, the Organisation has established itself as a pillar of the global economic governance architecture including its active engagement with the G20, G7, APEC and other international fora. Mr. Gurría has advanced the OECD's impact and relevance in several policy areas, focusing on the promotion of better lives through inclusive growth and new approaches to economic challenges. He has also made the OECD more inclusive through new memberships, strengthening the link with key emerging economies and fostering its global outreach. Mr. Gurría came to the OECD following a distinguished career in public service in his native Mexico, including positions as Minister of Foreign Affairs and Minister of Finance and Public Credit in the 1990s.

Haïba OuaiSSI



President of the Club XXIe Siècle

Haïba OuaiSSI has a PhD in law from Panthéon-Assas University and is a partner in the law firm Cassius Avocats. He has developed an expertise in employment law, recruitment and human resources management. Haïba OuaiSSI is also a Professor in employment law. He has published several books on these issues: « les restructurations d'entreprises à l'occasion de la situation collective des salariés » (2006), "Le travail de demain : rénovation ou révolution ?" (2014) and "Droit du travail, De l'individuel au collectif" (2017).

In parallel, he is an entrepreneur and cofounded the start-up Lexdev.fr, which is a platform that automatically writes legal contracts and documents using algorithm, incubated in HEC and in Station F. As the President of Club XXIe Siècle, he dedicates part of his activities to the promotion of social values such as inclusion, equality of chances, promotion of French republican meritocracy and the fight against all forms of discrimination. He is also manager of several associations and member of the Franco-German Council for Integration.

KEYNOTE SPEECH



Ahmed Hussen

Minister of Immigration, Refugees and Citizenship, Canada

Ahmed Hussen is the Member of Parliament for the riding of York South-Weston. A lawyer and social activist, he has a proven track record of leadership and community empowerment.

Born and raised in Somalia, Ahmed immigrated to Canada in 1993 where he settled in Regent Park and quickly gravitated towards public service. In 2002, he co-founded the Regent Park Community Council and was able to secure a \$500 million revitalization project for Regent Park, all while ensuring the interests of the area's nearly 15,000 residents were protected. Ahmed also served as the National President of the Canadian Somali Congress – a Somali community organization that works with national and regional authorities to advocate on issues of importance to Canadians of Somali heritage and strengthen civic engagement and integration. His results-driven reputation led to an invitation to join the task force for modernizing income security for adults in the Toronto City Summit Alliance.

Ahmed is fluent in English, Somali, and Swahili, and earned his Bachelor of Arts (History) from York University and his Law Degree from the University of Ottawa. In 2004, the Toronto Star recognized him as one of ten individuals in Toronto to have made substantial contributions to his community.

MODERATOR



Alex Taylor

European Journalist

Alex Taylor defines himself as a “European journalist”. Born in Britain, he has lived for 35 years in France and Germany, producing and presenting TV and radio programmes about European current affairs. He is maybe best known for the “Continentales” programme which was a 2 hour daily round-up of European news on France Télévision. He also was Programme Director of the French Section of Radio France Internationale. Parallel to this he has hosted over 1000 international conferences on a wide variety of themes.

Alex was involved in the setting up of Fréquence Gaie, the world’s first 24 government sponsored gay radio in 1981 and presented programmes on it for 5 years. He was also the first TV presenter to come out as being gay in 1990. Recently he hosted the successful bid by Paris to host this year’s Gay Games. He has just become French after the Brexit referendum in order to maintain his European identity and is the author of 3 books, including a best-seller about the untranslatability of languages.

PLENARY I

THE DIVERSITY CHALLENGE



Jennifer Brown – Introduction to the debate

CEO of Jennifer Brown Consulting (diversity and inclusion expert) and author of the best-seller *Inclusion: Diversity, the New Workplace and the Will to Change*

Jennifer Brown is an award-winning entrepreneur, dynamic speaker and diversity and inclusion expert. She is the founder, president and CEO of Jennifer Brown Consulting (JBC), a strategic leadership and diversity consulting firm that coaches business leaders worldwide on critical issues of talent and workplace strategy. Brown is a passionate advocate for social equality who helps businesses foster healthier, more productive workplace cultures. Her book *Inclusion: Diversity, the New Workplace & the Will to Change* (2016) will inspire leadership to embrace the opportunity that diversity represents and empower advocates to drive change that resonates in today's world.



Hakim El Karoui

Essayist, Honorary President of the Club XXIe Siècle

Former student of Ecole Normale Supérieure and holder of an 'Agrégation' in Geography, he manages his company of strategic consulting, Volentia. After working as an Advisor for the French Prime Minister and later for the French ministry of Economy and Finance, Hakim worked at the Rothschild bank starting in 2006. In 2011, he joined the strategy consulting firm Roland Berger where he was co-responsible for Africa and for advising the French government.

Hakim co-founded the Club XXIe siècle in 2004, in order to change the image of French people of foreign origin, as well as the Young Mediterranean Leaders Programme and ALMA, a network of associations that target poverty. Former teacher at the Lumière University in Lyon and at Sciences Po, he is also an essayist on geopolitics and economy.



Christl Kvam

State Secretary, Ministry of Labour and Social Affairs, Norway

Christl Kvam is State Secretary in the Norwegian Ministry of Labour and Social affairs. Among her main responsibilities are The Petroleum safety Authority of Norway. The National Research Institute on working environment and health (STAMI), negotiations for a new pension system for public sector and various other areas.

Before being appointed State Secretary, Christl worked in public office as the Country Governor of Oppland, Lillehammer. She has experience as a professional representative: she was a regional director for the Confederation of Norwegian Enterprise which is the main organization for employers, and as a leader of the Federation of Norwegian Professional associations. She is graduated from an MSc in Economics and Business Administration from the Norwegian School of Economics of Bergen.



Michael O'Flaherty

Director, European Union Agency for Fundamental Rights

Michael O'Flaherty is currently Director of the EU Agency for Fundamental Rights. Previously, he was Established Professor of Human Rights Law and Director of the Irish Centre for Human Rights at the National University of Ireland (NUI) Galway, and served as Chief Commissioner of the Northern Ireland Human Rights Commission. Michael O'Flaherty has held a number of senior posts at the United Nations, including the establishment of the UN human rights field missions in Bosnia and Herzegovina and Sierra Leone. He was also Vice-Chairperson of the United National Human Rights Committee.

Before joining NUI Galway, Prof. O'Flaherty used to be Professor of Applied Human Rights and Co-director of the Human Rights Law Centre at the University of Nottingham. He is currently adjunct Professor of Law at the NUI Maynooth. His publications include volumes on the law and practice of human rights field operations, the professionalization of human rights field work and on human rights diplomacy.



Anne Thevenet-Abitbol

Prospective and New Concepts Vice President at Danone Group, EVE, Octave & Noé Programs Editorial and Art Director

Anne Thevenet-Abitbol has been Prospective and New Concepts VP at Danone since 1998. She is responsible for the development of every new idea that has the potential to take the Group forward, whether in terms of marketing, HR, social or societal issues. In particular, she was responsible for launching the brand of organic yogurts "Les 2 Vaches" in 2006, and she opened the "Aux 2 Vaches" restaurant in 2012. Starting in 2010, she designed and has led the EVE Program, an intercompany women leadership seminar, attended by around fifteen companies, as well as EVE Asia Pacific and EVE Africa, and since 2012, the OCTAVE Program, which is focused on improving generational relationships within companies, and the impact of new technologies. In partnership with Utopies, Strategizer and NodA, she has also co-created the Noé Program on sustainable innovation.

ART EXHIBITION ON DIVERSITY

Anilore Banon

Sculptor, Vitae Project-Project “A million handprints on a lunar sculpture”



The work of Anilore Banon celebrates the immense power of women and men to change their fate and bring the impossible within reach, putting them at the core of life and of her work. Anilore works the monumental – the monumental which allows her to be directly in contact with others, without advance notice. The monumental to provoke interrogation, surprise and emotion. Anilore Banon works with the settings, integral part of the story she tells.

As we put our hands on caves walls, we reproduce this gesture on Vitae who will deposit them on the Moon. Vitae is a breathing sculpture, alive, through which we shall be all connected in this artistic odyssey. The artist will collect thousands of hand prints that will be integrated onto the sculpture. The Moon always gathered us in a shared dream, eyes up, we shall meet up there tomorrow, reassured, because “L’espace, c’est nous!” A concrete utopia, which reminds us that everything is possible. Made possible by Dassault Systèmes scientific team.

Rémi Hostekind

Photographer, Exhibition “Parisiens du monde”



A globe-trotting photographer, Rémi Hostekind has been travelling across the planet since 1985. From his explorations he has brought back many photographic testimonies marked by his sensitivity to the cultures and wealth of the people he encountered. "For a long time, before my eyes there was this opaque screen blurring my portraits. It started to become translucent in Rajasthan, then the process increased visiting Yemen, the Himalayas and Mauritania. The dramatic change actually occurred in Benin, the glass burst out and I received the gazes. "

Since then, while making portraits Rémi Hostekind always seeks that moment when his soul meets with the soul of his subject. At that precise moment, the latter offers himself and gives the best of himself. Capturing this moment is very rare, to reach it gives him an immense happiness that he wants to share with all of us. As a humanist photographer, he sets the person at the heart of his concerns, thus revealing people’s intrinsic value.

Reza

Photographer – Exhibition “One World One Tribe”



A philanthropist, idealist, humanist, Reza’s career began with studies in architecture. He has gone on to become a renowned photojournalist who has worked all over the world and is featured in the international media through his photos, books, exhibitions and documentaries, notably for National Geographic. Along with his work as a photographer, since 1983 Reza has been a volunteer committed to the training of youths and women from conflict-ridden societies in the language of images, to help them strive for a better world. Author of thirty books, and a recipient of many awards over the course of his career, Reza is a Fellow (2006-2012) and Explorer of the National Geographic Society since 2013, and a Senior Fellow of the Ashoka Foundation. Reza’s work has been recognized by several awards, notably World Press Photo, the Infinity Award and the Lucy Award. France has also appointed him a Chevalier of the National Order of Merit.

PLENARY II

WHAT IS THE ECONOMIC IMPACT OF DIVERSITY AND HOW CAN WE MAKE A STRONGER BUSINESS CASE?



Olivier Hérout

HR Director in charge of HR Strategy and Social Affairs, Engie

Olivier Hérout holds a Master's Degree in Human Resources from the Institut de Gestion Sociale Paris, a Master's Degree Administration des Entreprises and an Executive MBA Leading Business, People and Innovation from London Business School. Olivier Hérout joined ENGIE Group by entering the Industry services in 1989. He later became HR Director of Elyo Nord Est, then Career Development Manager and later Corporate Talent Development Manager in Brussels within Tractebel and HR Director of Fabricom. In 2005, he joined ENGIE Energy Services Business Line where he held the position of Executive Vice President in charge of Human Resources, Health and Safety and Security. In 2015, he saw himself entrusted with the steering of the social part of ENGIE's transformation project. He was appointed Group Deputy HR Director in charge of HR Strategy and Social Affairs in 2016. He is a member of the ENGIE50 (Operational Group Management Committee) and the HR Management Committee of ENGIE.



Denise Hottmann

Representative of the German Diversity Charter and Head of Diversity and Inclusion at Boehringer Ingelheim Deutschland

Born in 1971, Denise Hottmann is from Generation X, she has 5 brothers, one (dis)abled and one half-Japanese care sister. She is passionate about diversity & is an inclusion practitioner aiming for more innovation in health. She has been Board member of the German Diversity Charter since 2017; She has lived, studied & worked in Germany, Ireland, Australia and Spain. She has a Diploma in International Management, a Certificate in Systemic Consulting and Supervision in Organisations. Apart from Sales and Consulting, Denise has more than ten years of HR experience in People and Organisational Development, Leadership Development, Talent Management, Intercultural Qualification, Diversity & Inclusion, Demographics. She is the Head of the Centre of Expertise Diversity & Inclusion at Boehringer Ingelheim Germany that is currently undertaking several initiatives: Building Global Employee Resource Groups, e.g. WoMen, Fathers, Rainbow (LGBTIQ), Inklusionsteam (for people with special abilities); Generational Diversity Project KarisMa Career 50+; a project on part-time leadership.



Seija Ilmakunnas

Director of the Labour Institute for Economic research, Finland

Seija Ilmakunnas is Director of Labour Institute for Economic Research, a Finnish trade union related research institute. Prior to her current post (held since January 2011) she worked as director general of Government Institute for Economic Research.

She received her PhD in economics from the University of Helsinki in 1997. Her research interests are in the fields of labour and public economics. She has published in professional journals and in a number of edited books on topics covering labour supply, pension policy and public sector finances. The current focus of her research is related to the effects of population ageing in the labour market. In 2006-2007 she was the chairperson for the Finnish Economic Association and currently she serves on the board of The University of Tampere.

Stefano Scarpetta

Director, Employment, Labour and Social Affairs, OECD



Stefano Scarpetta is Director for Employment, Labour and Social Affairs at the OECD since 2013. As director of ELS, he is responsible for the design and the implementation of the medium-term strategy of the Organisation on labour market and social policy issues as well as international migration and health issues. He represents the OECD in High-Level fora and academic conferences; liaise with key senior stakeholders and provide effective communication with the media. As a member of the Senior Management team of the Organisation, he also contributes to support and advance the strategic orientations of the OECD.

Previously, he held several positions in the Economics Department and in his current Directorate. From 2002 to 2006 he also worked at the World Bank, where he took over the responsibility of labour market advisor and lead economist. He has published extensively in academic journals, edited several books. Mr. Scarpetta holds a Ph.D. in Economics from the Ecole des Hautes Etudes en Science Sociales in Paris and a Master of Science in Economics from the London School of Economics and Political Science.

William Spriggs

Senior Economist to the AFL-CIO (umbrella organisations of US trade unions)



William Spriggs is a professor in, and former Chair of, the Department of Economics at Howard University and serves as Chief Economist to the AFL-CIO. In his role with the AFL-CIO he chairs the Economic Policy Working Group for the Trade Union Advisory Committee to the Organization for Economic Cooperation and Development, and serves on the board of the National Bureau of Economic Research.

From 2009 to 2012, Bill served as Assistant Secretary for the Office of Policy at the United States Department of Labor, having been appointed by President Barack Obama, and confirmed by the U.S. Senate. Bill's previous work experience also include roles leading economic policy development and research. He is a former executive director of the National Urban League's Institute for Opportunity and Equality, NUL is America's oldest and largest organization dedicated to moving African Americans into America's economic mainstream. He graduated from Williams College in Massachusetts, and holds a doctorate in economics from the University of Wisconsin-Madison.

PRESENTATION OF LE PROJET IMAGINE



Frédérique Bedos

Filmmaker and journalist

For fifteen years, Frederique Bedos has been a TV and radio presenter in France and abroad. She hosted prestigious prime time TV programmes. In 2010, she jumps in the unknown by creating The Humble Heroes Project: an NGO of information that aims at Inspiring to Act! Her story was inspired by that of her adoptive parents who welcomed in their home more than 20 children from all over the world who were considered as “non-adoptable”.

Humble Heroes embodies freedom, goodness and altruism and these values push others to act too! www.thehumbleheroes.com

Photo copyright: Claude Cruells

PLENARY III

WHAT STRATEGIES AND POLICIES WORK TO PROMOTE DIVERSITY?

Alexandra Kalev



Associate Professor of Sociology and Anthropology, Tel Aviv University

Alexandra Kalev, a Princeton University PhD, is an Associate Professor of Sociology and Anthropology at the Tel Aviv University. Kalev studies organizations, social inequality, and public policy. With Frank Dobbin, Kalev develops an evidence-based approach to diversity management in corporations and universities. Highlights from this research were featured in the July-August 2016 issue of the Harvard Business Review and received the HBR McKinsey Award for 2016. Kalev also studies the emergence and effects of the diversity management profession in Israel, the integration of Israeli-Palestinians in the Jewish economy, and inequalities in high tech organizations. Kalev is a member of the Advisory Committee to the Israeli Equal Employment Opportunity Commission and recently published the Israeli Diversity Index, ranking demographic composition and pay gaps of the 20 largest private economy sectors. Kalev's research has been published in leading U.S. academic journals, and major media outlets.

Edwin Lau



Head of Division, Reform of the Public Sector, OECD

Edwin Lau is Head of the Reform of the Public Sector Division in the OECD Public Governance Directorate. His division helps countries improve the responsiveness of their governments and their relations with citizens and business through work on public sector innovation, human resources management, digital government, open data, and risk management. In particular, he oversees the Observatory for Public Sector Innovation and the statistical publication, Government at a Glance. Prior to this position, Edwin was the Deputy Division Head of the Budgeting and Public Expenditures, where he established the Public Governance Review Programme in 2007. He also established and led the OECD's project on e-government from 2000-2007. A US national, he worked in the United States Office of Management and Budget in the 1990s. Edwin holds a Master's degree from the Harvard Kennedy School of Government and a diplôme d'études approfondies from Science Po in Paris.

Isabelle Michel Magyar

Program Leader for the HeForShe movement



Isabelle Michel Magyar has joined the United Nations Women Executive Director's Office in 2017 as Program Leader for the HeForShe movement, a solidarity movement for gender equality. From 2010, Ms Michel Magyar was Vice President in charge of Employee Engagement and diversity for the Schneider Electric group, which is strongly committed to diversity and inclusion and well known for its commitment to equality between women and men.

She has held numerous positions, particularly in the industry: Arcelor Automotive Head of HR, Arcelor Mittal's Communication and Quality Director, and Head of Change Management. She has also been an assessor for the European Foundation for Quality Management. A graduate of the Paris Political Institute, she began her career as a research engineer at the CNRS in Sociology of Organizations and Change.

Michael Wardlow

Chief Commissioner of the Equality Commission for Northern Ireland



Dr Michael Wardlow is the Chief Commissioner for the Equality Commission for Northern Ireland, a public appointment he has held since March 2012. Before joining the Commission he was the Chief Executive Officer of the Northern Ireland Council for Integrated Education a post he held from 1995. Prior to this, following 7 years in commerce, the majority of his work experience, both paid and in a voluntary capacity, was in the area of peace building and reconciliation, interests which have presented opportunities for him to work in almost 40 countries.

In addition to being a graduate of Queen's university Belfast, Michael is a Chartered Fellow of the Chartered Institute of Personnel and Development and a Fellow of the Chartered Insurance Institute. He is married with two children and two grandchildren and lives in Belfast.

Mansour Zoberi

Diversity & Solidarity Director of Groupe Casino and President of the French Association of Diversity Managers



Within Casino, Mansour is in charge of national partnerships with various departments of the government on urban policy, prevention of discriminations, diversity and societal commitments. As a sociologist, he conducted studies and led agreements for combating discriminations, promoting diversity and equal opportunities, with the help of Casino's social partners and central administrations. He is the chairman of the French Association of Diversity Managers since September 2015 and also member of the College « Fight against discrimination » of the French Human Right Commission (Défenseur des droits).

PLENARY IV

THE FUTURE OF DIVERSITY

Sergei Guriev



Chief Economist at the European Bank for Reconstruction and Development and Professor at Sciences Po Paris

Sergei Guriev joined EBRD in 2016 after running the New Economic School in Moscow in 2004-13 and serving as a tenured professor of economics at Sciences Po, Paris in 2013-16. Dr. Guriev's research interests include contract theory, corporate governance, political economics and labour mobility. Dr. Guriev has published in international refereed journals including American Economic Review, Review of Economic Studies, Journal of European Economic Association, Economic Journal, Journal of Economic Perspectives and American Political Science Review.

He has been a board member of Sberbank, E.ON Russia, Alfa-Strakhovanie Insurance Company, Russia Venture Company, Russian Home Mortgage Lending Agency, Russian Agricultural Bank, and the Dynasty Foundation. He is also the President of the Society for Institutional and Organizational Economics, and a Research Fellow at the Centre for Economic Policy Research, London.

Barbara Levéel



Global Head of Diversity and HR CSR at BNP Paribas

Barbara Levéel began her career at BNP Paribas in Argentina in 2002. She later followed a transversal career within the company in the Investment Bank, General Inspectorate, and Purchasing. Due to her long-standing knowledge of BNP Paribas, her multidisciplinary profile and her sensitivity in topics related to Diversity, she was nominated to lead in Diversity and CSR HR in October 2014. Passionate about Latin America, Barbara Levéel has a Masters in research on Latin American Studies and has made several humanitarian missions to the region. She also graduated from ESCP Europe in 2002 and has an undergraduate degree in philosophy and enterprise sociology.

Irena Moozová

Director for Equality and Union Citizenship



Ms Irena Moozová is Director for Equality and Union Citizenship at the European Commission Directorate-General for Justice and Consumers. She is a Czech national and joined the Commission in 2006 as Head of EU Representation in Prague. She also heads a Unit in the Directorate-General for Communication. Previously, she worked at the Ministry of Foreign Affairs of the Czech and Slovak/Czech Republic as Head of the Department of Internal Administration, Deputy Director of the Department of the Human Rights and as a team coordinator at the NATO Summit. She has served as Czech Deputy Ambassador in Madrid, Deputy Ambassador of the Czech Republic to the OSCE in Vienna and the Permanent Representative of the Czech Republic to the UNESCO in Paris.

Ms Moozová graduated at the Prague Charles University Faculty of Law and has completed postgraduate studies at Diplomatic Academy in Madrid. She is married and has two daughters.

Annabelle Pinel

Big Data & HR Analytics Business Developer at Capgemini



With several years of experience in data field, Annabelle Pinel has seen how data has become "core" of the way businesses succeed or fail, and how organizational culture around data is key in this. Within Capgemini Insights & Data she is thrilled to develop Capgemini's portfolio, building new business & services around Data Analytics, Machine Learning and Artificial Intelligence for different companies. She is also leading the Big data & Analytics offer for HR department, which means providing to their customers disruptive HR capabilities leveraging new data technologies. The Data Revolution opens new possibilities for organizations every day – to her this is a truly exciting time to work in the Big Data space, finding and developing new insights, shaping innovation with brilliant talents, and delivering disruptive solutions to drive business value for our customers.

Ivan Scalfarotto

State Secretary for Economic Development and one of the Top 50 figures of the Global Diversity List, Italy



Ivan Scalfarotto has been Secretary of State for International Trade and FDI Attraction in the Italian Government since 2016. Before this, he was Secretary of State for Constitutional Reforms and for Government Liaison to Parliament. Elected in 2013 to the Lower House, he was the Vice President of the Democratic Party of Italy between 2009 and 2013. In April 2010 he founded "Parks", a non-profit association of companies committed to implement policies of equal opportunities for their own LGBT workers. Since 2015, he has been included in the "Global Diversity List - Top 50 figures in public life" listing world's most prominent individuals that actively contributed to the progress and acknowledgement of diversity rights. Graduated in Law, Scalfarotto has a 20 years professional background in the global banking sector as a HR Director in Milan, London and Moscow.

CLOSING REMARKS

Khadija Mouhaddab



Head of Partnerships and International Development of the Club XXI^e siècle

Khadija MOUHADDAB is member of the Board of Club XXI^e Siècle as Head of partnerships and International Development. She works at SUEZ where she has held numerous different positions, in marketing, sales, communication and sustainability. She has led many projects related to CSR, ethical responsibility and diversity. In particular she has forged an expertise in organizational change and in intercultural team management. She is also a specialist of dialogues among internal and external stakeholders, especially with associations and governmental and institutional stakeholders.

She began her career at Procter& Gamble then at 2M International, a pay-tv channel. She has a degree in business management from the Lyon Institut d'Administration des Entreprises. Parallel, she is also Administrator of Aquassistance, a SUEZ association for international solidarity and a member of the Steering Committee of the Chair Management, Diversity and Social Cohesion at Paris Dauphine University.

Gabriela Ramos



Chief of Staff and Sherpa to the G20, OECD

Gabriela Ramos is Chief of Staff and OECD Sherpa to the G7 and G20. Besides supporting the Strategic Agenda of the Secretary General, she is responsible for the contributions of the Organisation to the global agenda, including the G20 and the G7.

Ms Ramos also leads, and sets strategic direction for, the OECD's flagship Inclusive Growth Initiative and the New Approaches to Economic Challenges, while also overseeing the OECD's work on Education, Employment and Social Affairs. A champion for gender equality, Ms Ramos has overseen the launching of the OECD's Gender Strategy, and pioneered initiatives such as NiñaSTEM Pueden, an initiative to challenge stereotypes and encourage young girls in Mexico to take up STEM subjects. In recognition of her efforts on inclusive growth and gender equality, Ms Ramos was awarded the Forbes Prize for Entrepreneurial Excellence in June 2017.

International Diversity Forum

MAKING THE MOST OF DIVERSE SOCIETIES

22 JAN 2018 - OECD - PARIS



Innovative solutions for a more diverse and inclusive work place

Several actors showcase their innovations, projects and campaigns on diversity.



L'AFMD, l'association française des managers de la diversité a pour objectif d'offrir un espace de réflexion autour du management de la diversité.



La Fondation Paris Dauphine, à l'origine de la Chaire « Management, diversités et cohésion sociale » qui travaille sur les enjeux de la diversité dans le management.



IPAG Business School a créé une Chaire « Towards an inclusive Company » pour faire avancer la connaissance sur la diversité dans l'économie.



Simplon.co, réseau de fabriques numériques et inclusives en France et à l'étranger pour former aux métiers techniques du numérique des publics éloignés de l'emploi.



Article 1, association qui lutte contre l'inégalité des chances et pour une société où la réussite passe par le lien social et l'engagement citoyen.



Le Club XXIe Siècle, association co-organisatrice du Forum, promeut la diversité, l'égalité des chances et le progrès inclusif depuis 2004.



Mozaïk RH, cabinet de recrutement et de conseil en ressources humaines spécialisé dans la promotion des talents issus de la diversité depuis plus de 10 ans.



Vitae Project, un projet conçu par Anilore Banon de sculpture déposée sur la Lune représentant l'union de l'art et de la science au service d'une humanité rassemblée.

Programme

- 11:05
La promotion de la diversité dans le recrutement et les RH, par Mozaïk RH.
- 11:15
Les nouveaux enjeux de la diversité et de l'inclusion, par la Chaire «Towards an inclusive Company» de l'IPAG.
- 11:25
La gestion des différences et la cohésion sociale, par la Chaire Management et Diversité de la Fondation Paris Dauphine.
- 13:00
Les réseaux de femmes, par la Chaire IPAG
- 14:00
Le futur du management de la diversité, par l'AFMD.
- 16:05
Présentation simplon.co
- 16:15
La gestion des différences et la cohésion sociale, par la Chaire Paris Dauphine.
- 16:25
Présentation d'Article 1.
- 16:35
Performances sociale et financière, par la Chaire IPAG.



Le Club XXIe Siècle, acteur de la diversité

Depuis 2004, le Club XXIe Siècle promeut une vision positive de la diversité, de l'égalité des chances et de la méritocratie en France et dans le monde.

Les membres du Club XXIe Siècle sont des chefs d'entreprise, des hauts fonctionnaires, des journalistes ou des personnalités publiques qui ont choisi de s'engager pour un progrès plus inclusif. Acteur incontournable du débat public, le Club XXIe Siècle intervient dans deux domaines : l'influence et l'accompagnement.

Le premier champ d'action du Club concerne les décideurs politiques, administratifs, économiques et médiatiques, pour lesquels le Club XXIe Siècle est un interlocuteur de confiance dont l'influence et l'expertise sont reconnues. Associé aux réflexions et mobilisé en amont des principales grandes décisions, le Club poursuit un objectif : l'inclusion pour tous.

Le Club est également présent sur le terrain, pour accompagner la réussite des publics issus de la diversité : étudiants, entrepreneurs, demandeurs d'emploi,

professionnels... les membres du Club ont imaginé et mis en œuvre de nombreux programmes en partenariat avec tous les acteurs de la diversité, pour valoriser la transmission et la valorisation de tous ces réseaux mobilisés autour d'actions concrètes.

Présent à Berlin et Barcelone, le Club XXIe Siècle défend ses valeurs au niveau international, conscient que les grands changements à venir dépassent les frontières.

Les membres du Club sont ainsi très heureux et très fiers d'accueillir toutes celles et tous ceux qui ont fait le choix du progrès inclusif pour ce premier Forum International de la Diversité, co-organisé avec l'OCDE, une organisation internationale en première ligne du combat pour la diversité.

Puisse cette journée exceptionnelle faire émerger parmi nous de nouvelles idées et une vision partagée pour un monde d'équité, de performance et de progrès inclusif.

Haïba OUAISSI
Président du Club XXIe Siècle

Les membres du Club XXIe Siècle au service de la diversité



Le Club auprès
des décideurs publics



Annuaire des
Administrateurs



Guide des expertes
et des experts



Les dîners débats du
Club XXIe Siècle



Incubateur HEC pour les
femmes entrepreneurs



Des événements pour
faire vivre le débat



Concours
Talents des Cités



Programme
French Tech Diversité



Les Trophées XXI
de la Diversité



Le Club XXIe Siècle
à Berlin



Le Club XXIe Siècle
à Barcelone

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OECD work on diversity and the inclusion of disadvantaged groups

In 2017, the OECD launched a new activity aimed at assessing the economic impact of diversity and the appropriate policy responses to making the most of diverse societies. This activity involves the Directorate for Employment, Labour and Social Affairs as well as the Statistics Directorate and the Directorate for Public Governance. In particular, the work under this activity has focused on identifying the conditions under which diversity – along its different dimensions – is beneficial for the individuals involved, for economic development and for the society at large.

This activity builds on the long-standing work of the OECD on the inclusion of women, immigrants and their children, LGBT people, older people and people with disabilities into the economy and society at large. It is also closely connected to the OECD's Inclusive Growth initiative which aims at fostering economic growth that creates opportunity for all segments of the population and distributes the dividends of increased prosperity, both in monetary and non-monetary terms, fairly across society.

Under the Inclusive Growth Initiative, the OECD Centre for Opportunity and Equality (COPE) is a platform for promoting and conducting policy-oriented research on the trends, causes and consequences of inequalities in society and the economy, and a forum to discuss how policies can best address such inequalities. COPE produces ground-breaking reports on inequalities, influences the international policy debate through high-impact events and promotes exchanges of information and expertise on inequality. With mounting evidence that inclusive growth policies are a must for shared prosperity, more governments and institutions are tackling the problem head on.

Recent OECD publications related to the inclusion of disadvantaged groups into the labour market and society include:

OECD/EU (2015), *Indicators of Immigrant Integration 2015: Settling In*, OECD Publishing, Paris, <http://dx.doi.org/10.1787/9789264234024-en>.

OECD (forthcoming), *Catching Up? Country Studies on Intergenerational Mobility and Children of Immigrants*, OECD Publishing, Paris.

OECD (forthcoming), *All Different, All Equal: Levelling the Playfields and Addressing Social Mobility*, OECD Publishing, Paris.

OECD (2017), *How's Life? 2017: Measuring Well-being*, OECD Publishing, Paris. http://dx.doi.org/10.1787/how_life-2017-en

OECD (2017), *Catching Up? Intergenerational Mobility and Children of Immigrants*, OECD Publishing, Paris. <http://dx.doi.org/10.1787/9789264288041-en>.

OECD (2017), *The Pursuit of Gender Equality. An Uphill Battle*, <http://dx.doi.org/10.1787/9789264281318-en> (Accessed on 05 October 2017).

OECD (2016), *Making Integration Work: Refugees and others in need of protection*, OECD Publishing, Paris. <http://dx.doi.org/10.1787/9789264251236-en>

OECD (2015), *Older workers scoreboard*, <http://www.oecd.org/employment/ageingandemploymentpolicies.htm>.

OECD (2015), *Fit Mind, Fit Job: From Evidence to Practice in Mental Health and Work*, Mental Health and Work, OECD Publishing, Paris, <http://dx.doi.org/10.1787/9789264228283-en>.

OECD (2012), *Closing the Gender Gap: Act Now*, OECD Publishing, Paris, <http://dx.doi.org/10.1787/9789264179370-en>.

OECD (2010), *Equal Opportunities? The Labour Market Integration of the Children of Immigrants*, OECD Publishing, Paris <http://dx.doi.org/10.1787/9789264086395-en>.

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For further information:

www.oecd.org/inclusive-growth/inequality-and-opportunity/events/international-diversity-forum-2018/

