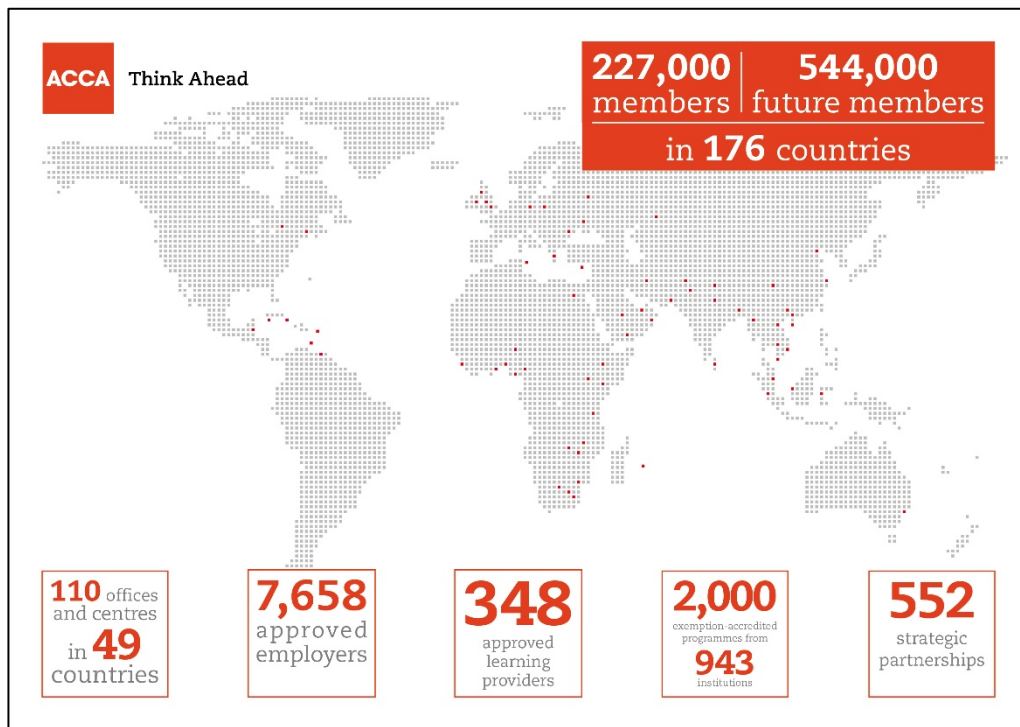




Achieving Equity

How Finance Professionals Can Drive Change in D&I

About ACCA





Why is it important

‘As accountants, we need to demand of ourselves that we become intolerant of a lack of diversity, a lack of inclusion and a lack of equity in organisations where we work. We should not accept the status quo.’

Alan Johnson, President of IFAC, in an interview with ACCA

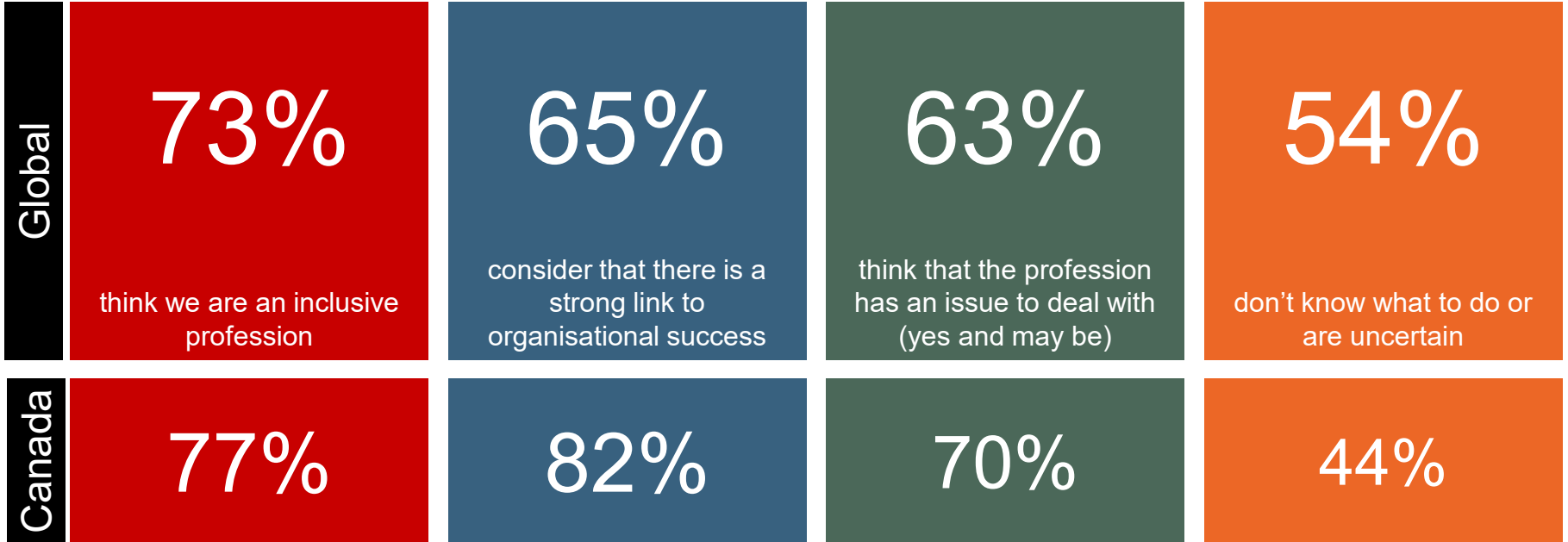
Agenda

1. Defining and embracing diversity, inclusion and equity
2. Impact of the pandemic
3. Finance professionals driving change
4. Questions and answers





Food for thought





What do we mean by diversity and inclusion?

- ‘It’s hard to define what diversity is because everyone has an opinion.’ *(Goldman Sachs advertisement 2000)*
- ‘Inclusiveness is about understanding that there are people in society that need help.’ *(a roundtable participant)*



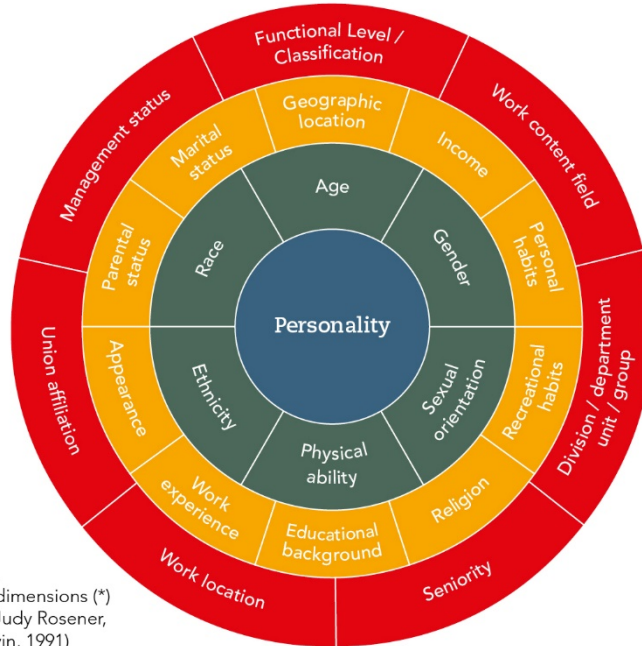


and what of equity?

- **'Equity** is about bringing fairness to the equation, ensuring fair treatment for each of those experiences. You cannot really have diversity and inclusion without having equity as well.' *(a roundtable participant)*

What do we mean?

- Organisational dimensions
- External dimensions*
- Internal dimensions*



Source: Gardenswartz and Rowe 2003, the concepts of Internal and External dimensions (*) are adapted from Marilyn Loden and Judy Rosener, *Workforce America!* (Business One Irwin, 1991)



My panellists



Alex Alifa
Manager
PwC



Lisa Maenpaa
Financial Officer
Library Office
University of Waterloo



Unconscious bias

System 1 – intuition and instinct

- Unconscious
- Fast
- Associative
- Automatic
- Error prone



System 2 – rational thinking

- Slow
- Logical
- Requires effort
- Indecisive
- Reliable

Impact of the pandemic

- Diversity and inclusion falls down the agenda?
- Human capital rises in importance
- USD10 trillion – impact on education





What can I do

- Know the goals
- Participate honestly
- Actively engage
- Take time to appreciate
- Treat people as they wish to be treated
- Speak up
- Welcome ideas
- Understand what you can bring and do so
- Help others



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