



# TAKING BEST OUT OF DIVERSITY

1<sup>ST</sup> ANNUAL CONFERENCE OF LITHUANIAN DIVERSITY CHARTER



19 09 2019

SWEDBANK, KONSTITUCIJOS AV. 20A, VILNIUS

#diversityLT\_2019



## CONFERENCE PROGRAMME



*let's start a journey of diversity together!*



**AGE**  
amžius



**RACE,  
NATIONALITY,  
ETHNICITY**  
rasė, tautybė,  
etniškumas



**SEX**  
lytis



**SOGI**  
seksualinė orientacija  
ir lytinė tapatybė



**DISABILITY**  
negalia



**RELIGION**  
religija



**The Diversity Charter** unites organisations committed to ensuring equal opportunities at the workplace, strengthening diversity management, and creating a friendly and inclusive working environment.

The acceptance of new Diversity Charter members is based on the principle of openness, compliance with a set of minimum standards, and an objective to conform to the stipulations of the Diversity Charter and apply them in the organisational culture.

#### **Becoming a member**

- Complete the online form at [www.diversity.lt](http://www.diversity.lt) (24/7 acceptance)
- Wait until you are accepted: the Diversity Charter Board approves new members 4 times per year
- Sign the Diversity Charter document
- Present yourself to the community at the annual conference

# TAKING BEST OUT OF DIVERSITY

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LITHUANIAN DIVERSITY CHARTER



SWEDBANK, KONSTITUCIJOS AV. 20A, VILNIUS



LITHUANIAN  
**DIVERSITY  
CHARTER**

19 09 2019

- Do we really know what stands behind diversity?
- Can we understand markets in diverse societies without diverse staff and executive boards?
- How to start talking about the most sensitive diversity-related issues?
- How intersectionality is being dealt in practice within the context of D&I policies in the private sector?
- What does it mean to have holistic diversity and inclusion strategy in the company?
- What is the impact of partnership between public and private sector?

**#diversityLT\_2019**

We are pleased to invite You to the 1<sup>st</sup> Annual Conference of the Lithuanian Diversity Charter, designed to share successful approaches and strategies, promote culture of respect and inclusion, sharpen your professional networking and create opportunities for the implementation of the best practices to use the full potential of Diversity and Inclusion on your organization's bottom line.

workings language Lithuanian & English | translation till lunch

# TAKING BEST OUT OF DIVERSITY

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## they made it happen: THE ORGANIZER & FRIENDS

### ORGANIZER



### MAIN PARTNER



### PARTNERS



MINISTRY OF FOREIGN  
AFFAIRS OF THE  
REPUBLIC OF LITHUANIA



### CO-FUNDED



Co-funded by the  
Erasmus+ Programme  
of the European Union  
Strategic Thinking on Diversity Management and Inclusion at  
the Workplace - DIMAIN  
No. 2017-1-LT01-KA202-035236



MOODY'S



## they made it happen: THE VENUE & beyond

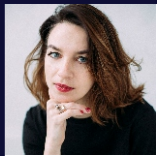
Swedbank is one of the leading banks in the Nordic and Baltic region, with 7.3 million private and around 552,000 corporate clients. Nearly half of our clients are in the Baltic states. We understand that Swedbank plays an important role in the local community. Therefore, our key objective is to help our clients, shareholders and the Lithuanian society in securing and maintaining sustainable financial wellbeing.

Dovilė Grigienė, CEO of Swedbank Lithuania  
“Open, sustainable and progressive society is only possible with equal opportunities and respect for diversity. Different experiences and skills do not pull us apart. On the contrary – they make us stronger and help us see different perspectives. Companies, which embrace equality and diversity values, not only contribute to social progress, but also are better at utilizing their potential and reach better business results.”

# TAKING BEST OUT OF DIVERSITY

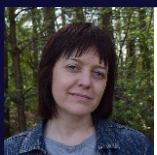
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## they made it happen: THE TEAM



Indrė Urbonavičiūtė - Valančiauskė  
indre@diversitygroup.lt

*maker & shaker*



Jurgita Kuprytė  
jurga@sopa.lt

*actions speak louder than words*



Karolis Žibas  
karolis@diversitygroup.lt

*thinker & doer*



Vija Platačiūtė  
vija@diversitygroup.lt

*alpha & omega*



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# CONFERENCE PROGRAMME

8:30 registration & coffee

10:30 coffee break

## 9:00 WELCOME & OPENING REMARKS

LINA ŽEMAITYTĖ-KIRKMAN, Head of Career Center, Swedbank Lithuania

NERIS GERMANAS, *Vice-Minister, Ministry of Foreign Affairs of Lithuania*

ARNOLDAS PRANCKEVIČIUS, *Head of European Commission Representation in Lithuania*

REMIGIJUS ŠIMAŠIUS, *Mayor of Vilnius city*

## 1 YEAR OF LITHUANIAN DIVERSITY CHARTER - WHERE DO WE STAND?

9:20 WELCOMING: New Charter Members

9:40 WELCOMING: Charter Ambassadors

10:00 Introducing the DIMAIN project

10:20 THE STORY: Tim van Wijk, Owner/founder of Pirmas blynas (Lithuania)

## KEYNOTES SESSION

11:00 MYTHS, MISTAKES OR MEDIOCRITY  
WHAT TO AVOID ON YOUR JOURNEY - and how...

MICHAEL STUBER, *Owner Manager, European Diversity Research & Consulting (Germany)*

11:20 Breaking through the glass ceiling: what does it takes?

VIKTORIJA VASILIAUSKAITĖ, *Lithuanian City of London Club -Honorary Member (United Kingdom)*

11:40 Creating the sense of ownership and belonging

KASPARS ZĀLĪTIS, *Founder of the Latvian Diversity Charter, Strategic Consultant at Deep White (Latvia)*

12:00 Q&A

Moderator: Algirdas Davidavičius, Expert, Good Governance Programme at Vilnius Institute for Policy Analysis (Lithuania)

12:30 lunch

## 14:00 PARALLEL PANELS

### 1 Public and private partnerships: diversity management in action

hosted by Ministry of Foreign Affairs of Lithuania & Lithuanian Centre for Human Rights

### 2 The space for inclusive and diverse supply chain

hosted by East meets West (Austria)

### 3 Intersectionality: national frameworks VS business's strategies

hosted by Moody's Lithuania

16:00 NETWORKING RECEPTION & CONTACT EVENING



# CONFERENCE PROGRAMME

## 1 YEAR OF LITHUANIAN DIVERSITY CHARTER – WHERE DO WE STAND?

9:20

**WELCOMING:** New Charter Members

**Citco Vilnius**

**Deloitte**

Saulius Bakas, Managing Partner

**Hekon Ibis Vilnius Centre**

Ilona Šiekštelė, Deputy General Manager

**Moody's Lithuania**

**Simplanova**

Ieva Kukevičienė, CEO

**Sue's Indian Raja**

**Ministry of Foreign Affairs of Lithuania**

Neris Germanas, Vice-Minister

**Vilnius City Municipality**

Lina Koriznienė, Head of HR

10:00

Introducing the **DIMAIN** project

Panayiota Constanti, Project Manager, Center for Social Innovation LTD, Cyprus

Stavros Milionis, Director, KEAN, Greece

Kaspars Zālītis, Open Centre, Latvia

9:40

**WELCOMING:** Charter Ambassadors

**Barclays Lithuania**

Auksė Žukauskienė, Head of Barclays Lithuania

**Jurgis ir Drakonas**

Thomas Edward Nicholson, Owner

**International Lithuanian Airports**

Marius Zelenius, Head of Communication

**Rimi**

Irina Miklienė, Operations Director

**Swedbank**

Lina Žemaitytė-Kirkman, Head of Career Center

**Telia**

Giedrė Kaminskaitė-Salters, Head of Direct and Digital Channels

**Western Union**

Agnė Šeštokaitė WU Diversity & Inclusion committee lead / Supervisor, RMO Product Operations

10:20

**THE STORY:** Tim van Wijk, Owner/founder of Pirmas blynas (Lithuania)





## TIM VAN WIJK

Owner/founder of Pirmas blynas

Lithuania



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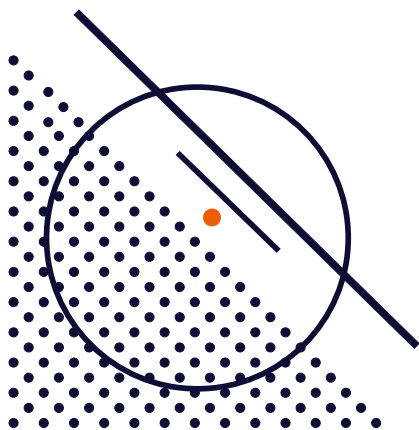
Tim van Wijk, earned his bachelor degree in social work in The Hague, Netherlands. Worked several years in a Dutch organization specialized in the care of people with a disability. Founded social restaurant Pirmas blynas in 2018.

*"Everyone has a role to play in society, some just need a little help to find it.."*

## THE STORY

### *Work as integration method*

Since my studies in The Netherlands I worked in an organization specialized in the care of people with a disability. I worked in all possible settings that they offered, from night shifts in house facilities to, daycare centers, from small children to elderly, from 1 to 1 guidance to group mentorship. In all the settings I noticed that there is almost no time to focus on development of the 'clients'. This changed when I started to work in a bakery where we mentored 20 guys with a disability. Here I noticed that focussing on working skills gives people such a boost in confidence that they develop a lot of skills in a short time. When I moved to Lithuania that there are not so many changes for people with a disability. That is why I started Pirmas blynas.





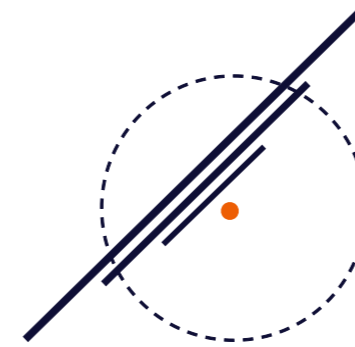
## MICHAEL STUBER

Owner Manager, European Diversity Research & Consulting (Germany)

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michael-stuber

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## EUROPEAN DIVERSITY RESEARCH & CONSULTING

Germany



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www.european-diversity.com/



office@european-diversity.com



Michael Stuber is the European D&I Engineer. He combines international, insight-based and innovative approaches in a unique way:

- **As a passionate European citizen**, Stuber pioneered EMEA level Diversity concepts in the late 1990s. Since then, he has worked on four continents and in most European countries. Hence, he offers a specific contextualised understanding for D&I.
- **As an industrial engineer**, he has designed and delivered unique D&I research, both primary and secondary. Such evidence is required to deploy robust and impactful D&I strategies and tools. His research includes a bi-annual business case report, the D&I value chain and a model for Unconscious Biases and Inclusive Leadership.
- **As a critical thinker**, Michael always challenges assumptions, myths and group think – including in the D&I arena. In doing so, he role-models D&I and his clients praise the unconventional inspiration and holistically detailed approach that results in tailored and hence effective solutions.

Michael shares his insights on the DiversityMine.eu knowledge blog that features more than 1,900 individually edited articles from two decades. Stuber's company has been a social enterprise since before this label existed. In the public sphere, he served as the deputy project manager during the first years of the EU-level Diversity Charter Platform and authored the Diversity Implementation Checklist. As The European D&I Engineer, Michael offers expert support to international companies in many D&I disciplines, including strategy, leadership & culture, business case & measurement as well as inclusive engagement, HR & marketing.

### KEYNOTE-1

**MYTHS, MISTAKES OR  
MEDIOCRITY  
WHAT TO AVOID ON YOUR  
JOURNEY – and how...**

The presentation talks about some of the traps in which D&I practitioners can easily step. First too much focus on difference which can become divisive. Secondly, enthusiasm about the business case without regarding barriers and biases. Third, a social-support attitude for marginalised groups while existing norms and privileges are neglected. Finally, a copy-and-paste-mentality instead of thorough analysis and plans that create impact.

#### Key points of expertise include:

- Diversity and Inclusion as a value-creation process
- Corporate culture, policies and organisational development
- Innovation and leadership
- Diversity marketing and future-oriented market cultivation

European Diversity Research & Consulting pioneered strategic D&I management and marketing consultancy in the EMEA business landscape. The aim of our work is to make the best possible use of diverse employee and market potentials. Internationality, a holistic perspective and innovative strength describe our ENGINEERING D&I approach. Towards that end, we conduct proprietary research, regularly evaluating the business case for D&I and how to reap its benefits. All of our models and tools are therefore firmly rooted in evidence-based analysis. Our clients reach from leading multinational companies to non-profit organizations, on both national and supranational scale.



Viktorija has held senior management roles at FTSE 100 companies. She's led teams and multi-million programmes of works in various industries including insurance, IT-startup, hospitals & civil engineering. In her latest venture Viktorija is a shareholder and the Head of Operations at a UK based civil engineering business. That business has doubled in turnover in the last 3 years.

## VIKTORIJA VASILIAUSKAITĖ

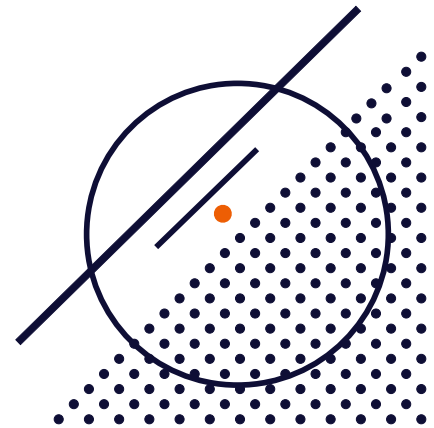
*Lithuanian City of London Club  
-Honorary Member (United Kingdom)*



### KEYNOTE-2

*Breaking through the glass ceiling: what does it take?*

The term 'glass ceiling' has come to embody more than gender equality among women and men. Today the term embraces the quest of all diverse groups and their fight for equality in the workplace. CSOs are the driving force in improving the social status of different groups which represent diversity. But it is well recognized that CSOs are extending their focus by reaching private sector and become more active in a business environment. How does it look like?





## KASPARS ZĀLĪTIS



*Founder of the Latvian Diversity Charter,  
Strategic Consultant at Deep White  
(Latvia)*



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KasparZ



[kaspars.zalitis@gmail.com](mailto:kaspars.zalitis@gmail.com)

Kaspars Zālītis is one of Latvia's most prominent human rights defenders, with over 15 years of experience in activism. His work has ranged from community outreach and support to LGBTI people across Europe, to hate crime documentation, and organising of the biggest LGBTI events in the former Soviet Union - EuroPride 2015 and Baltic Pride 2018 in Riga, which gathered a record-breaking number of over 8000 participants.

Kaspars is the founder of the Latvian Diversity Charter and the initiator of the Equality Index, the first cross-sector commitment and analysis of the implementation of diversity policies within the private sector in Latvia. Kaspars' biggest passion is working with human rights defenders around the world. He has worked in over 40 countries, delivering security training and tailoring security strategies for human rights defenders in hostile environments, and speaking at a variety of human rights events.

Currently, he works as a Strategic Consultant at communications management agency Deep White and as a Public Diplomacy Coordinator for the Riga Jūrmala Music Festival.

### KEYNOTE-3

#### *Creating the sense of ownership and belonging*

Diversity is bringing us together. Some might use the concept of Diversity to separate each from the other. How to embrace the concept of Diversity and how to create your workplace where everyone belongs. Let's go beyond Diversity Charters, Diversity training and Diversity policies. Let's bring Diversity into real action.



## ALGIRDAS DAVIDAVIČIUS

*expert at Good Governance Programme of Vilnius  
Institute for Policy Analysis, lecturer at Vytautas  
Magnus University in Kaunas*

*Lithuania*

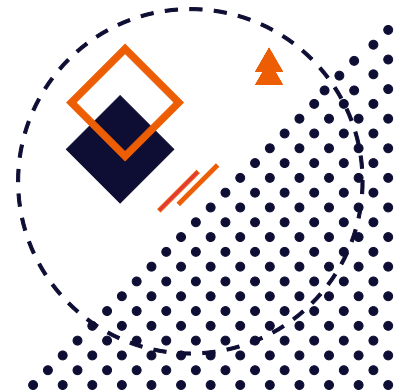
Algis Davidavičius is a mentor in applied philosophy and expert in/ analyst of democratic governance. Being himself a father of three boys, he also serves his municipal community as men's counselor and facilitator for men. Algis employs Critical Theory, ontological analysis, transactional analysis and restorative ethics tools to engage regional and wider audiences in these areas:

- A. Civic empathy and constructive cosmopolitanism – Algis is a passionate supporter of European Federalism and ever closer integration of European peoples as an experiment of greater global governance;

- B. Inter-generational dialogue and andro-/geronto-gogics of democracy – post-soviet / post-communist change demonstrated that the ones most struggling with building democracy and accepting it's principles into everyday-life are those of post-war and later (1960-1970's born) generations that never had a chance to be socialized into actual civic culture of a democracy during their formative years.

- C. Inter-gender dialogue and adaptable new gender roles for men – being a heterosexual man with statistically usual set of parental and own divorce experiences, Algis, a practicing father of of 3 boys, is a volunteer of Vilnius Men's Crisis Centre with a mission to help mostly mid-aged men to redefine their lifes as more adaptable, resilient, fulfilling and gender-just.

- D. Participatory and economic democracy skills and systems – modern-day democracies have no long-term viability or meaning without real participation of citizens on various levels of public life.



# PUBLIC AND PRIVATE PARTNERSHIPS: DIVERSITY MANAGEMENT IN ACTION

## PANEL-1

Diversity management in workplaces brings a range of positive developments in both private and public sectors, but also raises certain challenges. Public and private sectors have developed different initiatives to advance diversity management in workplaces. Various companies and institutions tested the “Equality Ruler”, introduced structural changes, different diversity management policies and actions. Can public and private partnerships complement each other in developing diversity management? What challenges different companies and institutions face when beginning diversity management practices? How to overcome them?



hosted by Ministry of Foreign Affairs of the Republic of Lithuania & Lithuanian Centre for Human Rights

14:00 **Introduction**

Moderator: DARIUS MATAS, LRT journalist

### KEY-NOTE SPEAKERS

14:05 IRENA JANKUTĖ-BALKŪNĖ, Director of Human Resources Department, Lithuanian Railways

14:20 TOMAS VYTAUTAS RASKEVIČIUS, Head of Equal Opportunities Mainstreaming Division, Office of Equal Opportunities Ombudsperson

14:35 **Q&A**


14:45 **PANEL DISCUSSION**

DONATAS BUTKUS, Head of Human Rights Division, United Nations, International Organizations and Human Rights Department, Ministry of Foreign Affairs of the Republic of Lithuania

BIRUTĖ SABATAUSKAITĖ, Director of Lithuanian Centre for Human Rights

KAROLIS DEKERIS, Marketing director, Kauno autobusai

## MINISTRY OF FOREIGN AFFAIRS OF THE REPUBLIC OF LITHUANIA

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Ministry of Foreign Affairs of the Republic of Lithuania (MF of Lithuania) was one of the first state institutions, which joined the Diversity Charter. MFA of Lithuania prepared the first National action plan on Business and Human Rights following the UN Guiding principles and is coordinating the implementation of the above mentioned plan. Currently, MFA of Lithuania is considering the preparation of the second NAP on Business and Human Rights. Additionally, MFA of Lithuania is one of the main state institutions coordinating the adherence to International human rights standards in Lithuania.



MINISTRY OF FOREIGN  
AFFAIRS OF THE  
REPUBLIC OF LITHUANIA

## LITHUANIAN CENTRE FOR HUMAN RIGHTS

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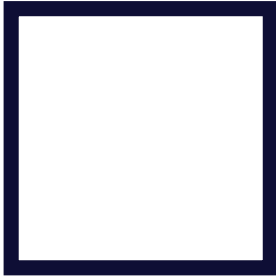
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 Lithuanian  
Centre for  
Human  
Rights



## **BIRUTĖ SABATAUSKAITĖ**

*Director of Lithuanian  
Centre for Human Rights*



- Journalist and radio host, interested in a large spectrum of themes – from politics to culture. For a number of years Darius is involved in the field of human rights, observing and analysing challenges faced by our societies.

## **DARIUS MATAS**

*journalist, Lithuanian  
National Radio LRT*



Donatas Butkus, currently - Head of Human Rights Division, Ministry of Foreign Affairs of the Republic of Lithuania. Previously worked in the Permanent mission of the Republic of Lithuania to the International organizations in Vienna (Austria), General consulate of the Republic of Lithuania in the Kaliningrad region (Russian Federation), Departments of Economy and European affairs in the Ministry of Foreign Affairs of the Republic of Lithuania. Fields of interest – human rights, economic relations, conflict resolution, security issues.

## **DONATAS BUTKUS**

*Head of Human Rights Division, United Nations,  
International Organizations and Human Rights  
Department, Ministry of Foreign Affairs of the  
Republic of Lithuania*

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*Diversity is about providing everyone a  
fair chance, what is essential in building  
inclusive society.*





## IRENA JANKUTĖ-BALKŪNĖ

*director of Human Resources Department, Lithuanian Railways*



Irena Jankute – Balkune

More than 20 years' experience in complex HR project management, change management, union negotiation and partnership building, fixing & developing processes, implementation of competency based organizational capability frameworks and culture change. Diversity champion. Previously worked in Barclays, Lithuanian Energy sector, Siemens.

*"A journey of a thousand miles begins with a single step - a famous Chinese proverb says. And even you feel nobody is starting the change, just do it yourself. Others will follow."*

Currently Karolis works as Marketing director at JSC Kauno autobusai, is a board member at JSC Kauno energija. He also works as a free-lance consultant for international financial institutions.

## KAROLIS DEKERIS

*marketing director, Kauno autobusai*



In addition to managing the Equal Opportunities Mainstreaming Division Tomas Vytautas Raskevičius (pronouns: he/him/his) actively engages in conducting non-discrimination trainings for various target groups in both public and private sector, as well as conducting human rights advocacy both at national and international levels. Alongside his governmental position, Tomas is also an independent LGBT+ human rights advocate. In 2019 Tomas was elected to the Vilnius City Council as the first openly LGBT+ politician.

## TOMAS VYTAUTAS RASKEVIČIUS

*head of Equal Opportunities Mainstreaming Division, Office of Equal Opportunities Ombudsperson*



/raskevicius2020



raskevicius

*"By welcoming free and diverse people we become stronger and smarter. Let's celebrate this diversity, because this is how we move forward. In a wheelchair, with rainbow flag or hijab - we can challenge stereotypes only by getting to know each other, and that's why diversity management is so important."*

# THE SPACE FOR INCLUSIVE & DIVERSE SUPPLY CHAIN



hosted by East meets West (Austria)

## PANEL-2

### 14:00 Introduction to the Supplier Diversity Concept

PAVEL ŠUBRT, Co-Founder East meets West (Austria)

Q&A

### 14:40 Panel discussion

JOANNA WOOTTEN, Chair, Age Disability and Inclusion Consultant (United Kingdom)

PAVEL ŠUBRT, Co-Founder East meets West (Austria)

Q&A

### 15:40 Summary, Learnings & Closing Remarks

An inclusive and diverse supply chain in any organisation stimulates economic activity, sustains under-represented business enterprises, creates jobs and brings all round economic prosperity. Supplier Diversity concept is a powerful tool on how to help minorities (which are currently underrepresented in business environment) to find new opportunities and foster their business growth. Specific programs allow driving a more inclusive and empowered marketplace. By incorporating diverse businesses into organisations' supply chain, they gain access to innovative, responsive, sustainable and cost- competitive supply solutions for their clients.

- Audience (corporate representatives, officials / municipality representatives, NGOs, small business owners & entrepreneurs) understand the concept of Supplier Diversity and how it can contribute to social acceptance of underrepresented minorities in business environment,
- Audience receives practical examples on best practices / lessons learned behind introducing S.D. programs,
- Audience is motivated to take an own action and to consider introducing such programs. Minority business owners are motivated to come-out-in business.

## EAST MEETS WEST

Austria

Founded in 2013 in Vienna, Austria, East meets West is a network of LGBTI professionals from Western & (primarily) Eastern Europe. East meets West facilitates the exchange of ideas, the sharing of best practices and generates mutual inspiration to improve the social acceptance of LGBTI men and women in the different countries. East meets West is the facilitator of awareness on LGBTI businesses and that LGBTI men and women can be successful entrepreneurs and become role models inside and outside the LGBTI community. East meets West has also a catalyst function in the LGBTI organisational ecosystem by connecting NGOs, diplomatic representatives, officials, corporate players, entrepreneurs and variety of other inspiring personalities. East meets West is one of the founding members of the EGLCC, The European LGBTI Chamber of Commerce.

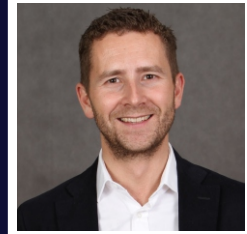


## PAVEL ŠUBRT

*Co-Founder East meets West*

*Austria*

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eastmeetswest.eu



Pavel is a proud LGBTI professional who stands behind number of European LGBTI initiatives. Born in 1977 in the Czech Republic, he holds a business degree from the Anglo-American University (AAU) Prague. In 2018 he co-founded EGLCC, the umbrella organisation of all European national LGBTI Chambers of Commerce, of which the primary focus is on promoting the growth of LGBTI Business in Europe and where Pavel serves currently as the deputy CEO. Back in 2013 he co-founded East meets West (EmW), the International Network of LGBTI professionals aiming to increase the social acceptance of LGBTI people in Central & Eastern Europe. EmW educates public on the economic impact of LGBTI D&I in Business, runs events and yearly conferences, connects businesses and acts as the LGBTI Chamber of Commerce for Central & Eastern Europe. Professionally Pavel drives digitisation at Raiffeisen Bank International (RBI), the leading financial institution in Central & Eastern Europe. At RBI he also leads the LGBTI Employee Resource Group 'EMBRACE'. Having first-hand experience on setting up this ERG, the natural consequence was to co-found in 2018 a cross-company network of the LGBTI ERGs 'BRich', which by now has over 30 corporate members. Pavel lives with his husband Laco in Vienna and Prague.



## JOANNA WOOTTEN

*Age Disability and  
Inclusion Consultant  
United Kingdom*



joanna.wootten

*"Supplier diversity is an important mechanism in  
facilitating a more equal society. Money talks!"*

Joanna Wootten has been working in the field of disability and inclusion for over 15 years. She is now a consultant who works with a range of public and private sector organisations to make it easier for them to employ disabled people and serve disabled customers. She has ongoing relationships with Transport for London, Sainsbury's (a supermarket chain in the UK) and Pay.UK (which is the guardian of UK's payment system). She is an Ambassador for Business Disability International, and Business Disability Forum. She has a MSc in Gerontology (study of older people).



# INTERSECTIONALITY: NATIONAL FRAMEWORKS VS BUSINESS'S



hosted by Moody's Lithuania

## PANEL-3

### 14:00 Introduction

Moderator: BRENDAN GREENFIELD-TURK, AVP-Strategy & Business Analysis, Moody's (Lithuania)

### 14:05 Defining Intersectionality

MARGARITA JANKAUSKAITĖ, Expert, Center for Equality Advancement (Lithuania)

### 14:20 Intersectionality and Human Rights

VILMA GABRIELIŪTĖ, Senior Adviser, Office of the Equal Opportunity Ombudsperson (Lithuania)

### 14:30 Q&A

### 14:40 Case Study: Implementing Intersectionality in the Corporate Workplace

BRENDAN GREENFIELD-TURK

### 15:00 Comfort Break

### 15:10 PANEL DISCUSSION: Addressing Intersectionality in Different Business

RUGILĖ BUTKEVIČIŪTĖ, Program manager, Women's Issues Information Center (Lithuania)

MARE HEINLUHT, Diversity Area Manager, Swedbank Estonia (Estonia)

VAIDA KAIKARIENĖ, HR Business Partner, Rimi Lietuva (Lithuania)

The Panel will try to answer to the question, how diversity and inclusion policies are reflecting intersectionality? The concept of intersectionality is very well known in academic world; however, in terms of policies and legal frameworks, it is still inflexible as usually the case law is emphasizing one ground of discrimination and hate speech excluding multiple discriminations. How intersectionality is being dealt in practice within the context of diversity policies in the private sector?

## MOODY'S

### Lithuania



<http://moodys.com/>



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[twitter.com/MoodysCorp](https://twitter.com/MoodysCorp)

Moody's is an essential component of the global capital markets, providing credit ratings, research, tools and analysis that contribute to transparent and integrated financial markets.

**Diversity and Inclusion (D&I) is critical to our success at Moody's** and embedded in our culture, policies and operations. As such, D&I is a standing item on the agenda of our board meetings and global town halls. One of the key reasons for selecting Lithuania as a new office location was the approach to D&I both in the country and the business community, as reflected by the Charter. We believe that it is important to be connected to this community and to publicly demonstrate our support for D&I in Lithuania.

Moody's has been awarded a number of diversity and inclusion awards from around the world. Some key achievements, among others, include being ranked as a Top 100 employer for LGBT people in the UK, being recognized as a top employer for working mothers and fathers in the US, being identified as a Silver Standard employer in the 2019 Hong Kong LGBT+ inclusion index and being awarded the UK Armed Forces Covenant Silver Award.

Moody's Strategy to D&I is supported through three key pillars:

- I. Understanding Diversity & Inclusion
- ii. Leadership Engagement
- iii. Diversity Education

Responsibility for the Diversity and Inclusion strategy sits with our **D&I Council**, which is co-led by the CEO and the D&I Lead. The Executive Leadership Team (CEO direct reports) also sit on the council in order to shape strategy both for people and the business.

**Moody's Employee Resource Groups (ERGs)** contribute to a more effective and inclusive work environment for all employees and they host hundreds of events and initiatives each year, including mentoring, mock interviews and supporting charities. Our global ERGs are:

- Moody's Women's ERG
- Moody's Multicultural ERG
- Moody's LGBT ERG
- Moody's Veterans ERG
- Moody's Generational ERG
- Moody's Mental Health ERG

# MOODY'S



## **BRENDAN GREENFIELD-TURK**

*AVP-Strategy & Business Analysis, Moody's*

@ [brendan.greenfield-turk@moody.com](mailto:brendan.greenfield-turk@moody.com)

One of my favourite phrases on intersectionality is an extract from a quote by the inspirational poet Maya Angelou:

“We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value...”

Brendan Greenfield-Turk works as an Assistant Vice President-Strategy & Business Analysis in the EMEA Regional Management team within Moody's Investors Service. In this role, he is involved with implementing the regional strategy and ensuring effective coordination of initiatives across different lines of business and geographies. He is based in London but currently on secondment to Lithuania to lead the establishment of Moody's new Vilnius office. He is responsible for overseeing the office launch, initial recruitment activities and for ensuring Moody's diversity and inclusion values are embedded within the office culture.

Brendan was co-chair of Moody's UK LGBT & Allies employee resource group from 2016 through 2017. Recently, he also contributed to an initiative to incorporate mental health into Moody's diversity and inclusion strategy.

Educated in linguistics, I have been working in the Human Resources area for five years, four of which have been spent working for Swedbank in Estonia. Gender Equality and Diversity became my main area of responsibility 3,5 years ago, running the area locally in Estonia as part our Human Resources Strategy. Since then my main task has been ensuring the equal treatment of all our employees and clients by awareness raising and internal training, as well as process review and initiating improvement projects. For the past two years I have been leading the area on the Baltic level within Swedbank, coordinating projects and initiatives across the three countries. From Fall 2019, I am responsible for Gender Equality, Diversity and Inclusion within the whole Swedbank Group.

My knowledge in the area comes from practical experience and educating myself on the field through all available resources, may it be learning from experts, academic literature or following the global best practice. I believe that experience exchange is key to learning about this area, as well as advancing it in your company, community and society. I also believe that the root of much of the inequality and discrimination we see today lies in human psychology – fear and unconscious bias. That is a large part of the training we provide for all

## **MARE HEINLUHT**

*head of Gender & Diversity, Swedbank Group, Estonia*

[mare.heinluht@swedbank.ee](mailto:mare.heinluht@swedbank.ee)



our managers, and something that must be kept in mind when creating and reviewing policies and processes. Over the years, some of the most impactful changes I have been a part of leading have been creating award winning employer branding campaigns focused on diversity and inclusion and recruitment projects combating age discrimination.



## MARGARITA JANKAUSKAITĖ

*Expert, Center for  
Equality Advancement*

*Lithuania*

 /MargaritaJankauste

*"Intersection is at the core of any creative  
process"*

Margarita Jankauskaite graduated from Vilnius Art Institute in 1988 as art historian. In 2002 she defended PhD thesis in contemporary Lithuanian women's art. From 1992 till 2015 she had taught courses on gender issues in various Lithuanian universities. She started to work in NGO from 2003 and has built her professional experience in the field of non-discrimination policies, gender representation in mass culture, and gender-based violence. As an expert she developed and lead the projects on non-discrimination in various fields including education. In 2004-2006 she was elected as Ambassador for Diversity against Discrimination in Lithuania. In 2011 the US embassy awarded Margarita the award of Women of Courage. In 2012, she was nominated and selected by European Institute for Gender Equality as one of twelve women figures in the "Women Inspiring Europe" calendar. In 2015 she was awarded for achievement in gender equality area by National Forum of Equality. In 2019 she was awarded in human rights area by Lithuanian President.



## RUGILĖ BUTKEVIČIŪTĖ

Program manager,  
Women's Issues  
Information Center

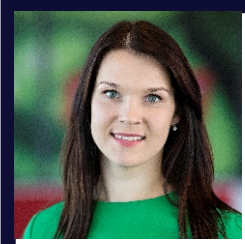
*Lithuania*

 rugile.mic

*"Comfort is the enemy of progress."*

Rugile has 10 years of experience working in an NGO sector with issues of gender equality: gender – based violence, gender pay gap, human trafficking, discrimination on various grounds and other topics in a field of human rights. Rugile provides specialized legal support for victims of gender – based violence in a Specialized Assistance Center in Lithuania. She feels passionate about changing perceptions on traditional roles of men and women in the society and making it more inclusive overall via non – formal education activities. Rugile is keen on making the world smaller by exchanging knowledge with human rights activist around the globe. She is alumni of Community Solutions fellowship supported by the U.S Department of State and alumni of United Nations Alliance of Civilizations program on women in peace and security.





**VAIDA  
KAIKARIENĖ**

*HR Business Partner,  
Rimi Lietuva*

*Lithuania*

HR Business Partner responsible for managers development to build and offer the best working experience for the employees.

@ [Vaida.kaikariene@rimibaltic.com](mailto:Vaida.kaikariene@rimibaltic.com)

Vilma Gabrieliūtė is the senior advisor at the Office of the Equal Opportunities Ombudsperson. She is contributing to developing and implementing equal opportunities mainstreaming tools and building capacities in public and private sector in the fields of non-discrimination and equal opportunities.

Vilma has been working on her thesis on barriers and motivators implementing Diversity Management in Lithuanian business sector and has developed a mechanism enabling companies to take their first steps towards mainstreaming and effectively managing diversity.

As an educator and human rights activist Vilma also leads NGO House of Diversity and Education, promoting human rights and sexuality education. Vilma prepares and adapts education programs and provides trainings for specialists, parents, teachers, social workers and psychologists.

**VILMA  
GABRIELIŪTĖ**

*Senior Adviser, Office of  
the Equal Opportunity  
Ombudsperson*

*Lithuania*



*"Gender reaches into disability; disability wraps around class; class strains against abuse; abuse snarls into sexual orientation; sexual orientation folds on top of race (...) everything finally piling into a single human body."*

*Eli Clare*

## NETWORKING RECEPTION & CONTACT EVENING

Positive impact on society through diverse supply chain will be the theme of networking reception. We will invite conference participants to expand their network and meet the social entrepreneurs - the creators of the added value products. Social businesses of different society groups will introduce their products and services which can help businesses to embed diversity into their core operations.

### 16:00 Introduction

PAVEL ŠUBRT, Co-Founder East meets  
West (Austria)

JURGITA KUPRYTĖ, Director, SOPA  
(Lithuania)

### PARTICIPANTS

- Dialogas tamsoje™
- Eskedar Coffee, MB
- Mano guru
- Miesto laboratorija
- Pirmas blynas, MB
- Share the Light
- VecizVeci

## "DIALOGAS TAMSOJE™"

### DIALOGUE IN THE DARK

Lithuania



Liepa Lieponė, Director



+370 682 63312



/dialogastamsoje

We are offering team-building, communication, leadership and personnel diversity workshops created by unique international methodology. "Dialogue in the Dark" workshops are held in complete darkness where involving experiences are guaranteed. Participants encounter unique atmosphere, where loss of one of the most important senses fosters new perception of barriers and reevaluation of communication and trust. Environment, where information is strongly limited by the dark and processes are not predictable, requires participants to be actively involved in every aspect of the program. Ability to listen, trust and work in a team becomes invaluable values.

An idea was born thirty-years ago to a German businessman, socialist, philosophy doctor Andreas Heinecke. „Dialogue in the Dark“ concept and all related brands are intellectual property of "DIALOGUE SOCIAL ENTERPRISE GMBH".

"Dialogue in the dark" has gained recognition and rewards in various international forums. Today this is one of the most successful social franchises in the World.

We are an official partner of German company "Dialogue Social Enterprise GmbH" in Lithuania. The license ensures for local partners possibility to establish new experiential exhibitions in the dark, organize educational workshops for business companies, and create discovery, cognitive and entertaining events in the dark for students or other visitors.

During "Dialogue in the Dark" workshops participants encounter with completely unrecognizable environment. While being challenged by different tasks and exercises participants have a possibility to reflect about themselves, others and "otherness". A set of exercises are introduced and held by blind and visually impaired facilitators. While being experts of non-visual perception they can create authentic, emphatic and open learning environment.

Work at project provide blind and visually impaired people with more initiative possibilities, a realization of existence of more personal abilities, growth of energy, openness and self-confidence. They are live examples how borders are crossed, how resilience looks like.

We are searching for smart, active, self-expressive personalities, who would assure emotional and cognitive experience as well as facilitate professional and personal growth for "Dialogue in the Dark" visitors.

**DIALOGAS  
TAMSOJE™**  
PRAPLESK GALIMYBIŲ RIBAS

## ESKEDAR COFFEE

Lithuania



Eskedar Maštavičienė, Founder



+37061539223



/eskedarcoffee



www.eskedarcoffee.com



## ESKEDAR COFFEE

MB Eskedar Coffee is a start up social business by Ethiopian refugee in Lithuania. We import Ethiopian Coffee beans and roast in Vilnius.

# manguru

## NGO SOCIAL SUPPORT PROJECTS

salad bar **MANO GURU**

Lithuania



Reda Sutkuvienė, General director



8 68753720



/salotubaras



info@manoguru.lt

Social Support Projects is an NGO that provides assistance for socially marginalized people, especially ex-drug/alcohol addicts and ex-prisoners, for integrating into the labour market and the society. We are running a social restaurant, salad bar "Mano Guru", in the center of Vilnius, where our project participants get consultations and trainings to become a waiter, a cook or a bartender. Moreover they get help from social workers and psychologist, participate in social skills trainings. During 15 years of our working time we have helped more than 500 persons to integrate into labour market and society.

"Mano Guru" is unique not only for its social integration model, but also for the concept of healthy, organic food and healthy lifestyle. The restaurant is not serving alcohol, receives part of goods from local farmers, uses recycled furniture in restaurant's interior and initiates or hosts various events or gatherings on healthy lifestyle topic.

We are non-profit organization, who helps ex-drug/alcohol addicts and ex-prisoners to integrate into labour market and society.

## “MIESTO LABOTAROTIJA”

### CITY LAB

Lithuania



Goda Sosnovskienė, Project leader



+370 614 35692



/Miesto laboratorija

Miesto laboratorija is a green community education center, established in Vilnius, Antakalnis, in 2016. Inspired by the examples of the eco-friendly culture in Amsterdam, Copenhagen and Berlin, we are spreading it in our community as well. We are aiming to educate locals about the sustainable lifestyle which takes into consideration the responsible use of the environment and energetic resources and modern gardening in the city.

Our philosophy is based on bringing the community together; social responsibility; environmental and social innovations; modern technologies in the gardening.

Miesto laboratorija is NGO acting as a social enterprise. Community cafe is main source of incomes and the warranty of the financial sustainability of the project.



MIESTO  
LABORATORIJA

Miesto laboratorija is a great spot for corporate events - meetings, workshops, conferences and even parties. Creative interior of reused design, inspiring green solutions, feel-like home staff and fresh food is all about Miesto laboratorija!

## SHARE THE LIGHT

### SOPA

Lithuania



Aiva Salatkienė, project manager



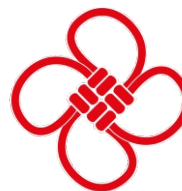
+37061495402



/sharethelight.lt

Share the Light is an initiative of SOPA aiming to reveal talents of people with lower opportunities. We offer accessories from parachute cord (paracord) for conferences, trainings and events. Every Share the Light product is made with love by people with disabilities.

The main mission of SOPA is creating chances for people with disabilities to participate in the labour market.



SHARE THE LIGHT

**"PIRMAS BLYNAS"**  
**FIRST PANCAKE**

*Lithuania*



Tim van Wijk, Founder/owner



+370 617 93037



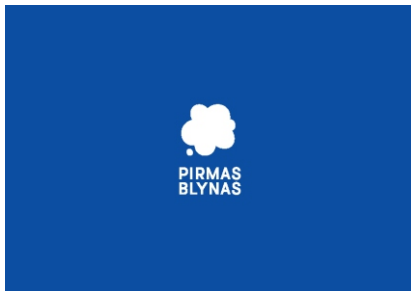
/pirmasblynas.vilnius

We are the first restaurant in the Baltics that hires people with a disability. We do this so that they themselves can show everyone that they can work and add something to society.

We started so that people with a disability can show society that they can work.

We would offer the following:

- Delivering pancakes
- Delivering Stroopwaffels (olandiškai vafalai) to offices. We will start making them from September
- Discount for their workers if they come and have lunch in Pirmas blynas
- Gift coupons for their workers during the Christmas period



**VecizVeci**

*Austria*



Laco Hudec Subrt / founder



+420608914933



laco@vecizveci.cz



/vecizveci

"VecizVeci" specializes in the manufacture of fashion handbags and conference bags made of recycled materials which support the current trend of progressive utilization of textiles.

Founder Laco Hudec Subrt is a proud LGBTI entrepreneur. Each bag, being it a conference bag of fashion handbag, features a rainbow flag and with this bring additional attention to LGBTI diversity & inclusion in business environment.



vecizveci



**THANK YOU!**

**AČIŪ!**

*see you next year*

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24 09 2020

