



Thursday, 8 December 2022

OTE Academy | @17:30

Best practices: Diversity and Inclusion

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ACEO Task Force for Equal Opportunities in Leadership



Head: **Valeria Tsamis, MD FOCUS BARI**



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Diversity & Inclusion

Main Findings of the Survey among the ACEO Members

Valeria Tsamis, Member of ACEO BoD, Managing Director FOCUS BARI SA

8 December 2022



A few words about the survey:

There was a recording of the extent and the degree of awareness as regards the issues of inclusion and equal opportunities as well as to record the degree of adoption of relevant principles and practices among the ACEO members;

There were self-completion online interviews and questionnaires during the period from October 18 to November 22 2022, following ACEO's invitation.

121 ACEO members participated in the survey out of a total of ≈ 470 members, marking a response of 26%.

The gender ratio in the sample was 71% male members 39% female members [there is a higher participation of women when examining the ACEO membership profiles].

50%

Among the respondents, 50% consider at least one form of discrimination is an issue that needs to be addressed, it concerns them a lot and they are interested in being informed about it.

79% The proportion goes up to 79%, if we include the answers "it preoccupies me enough".



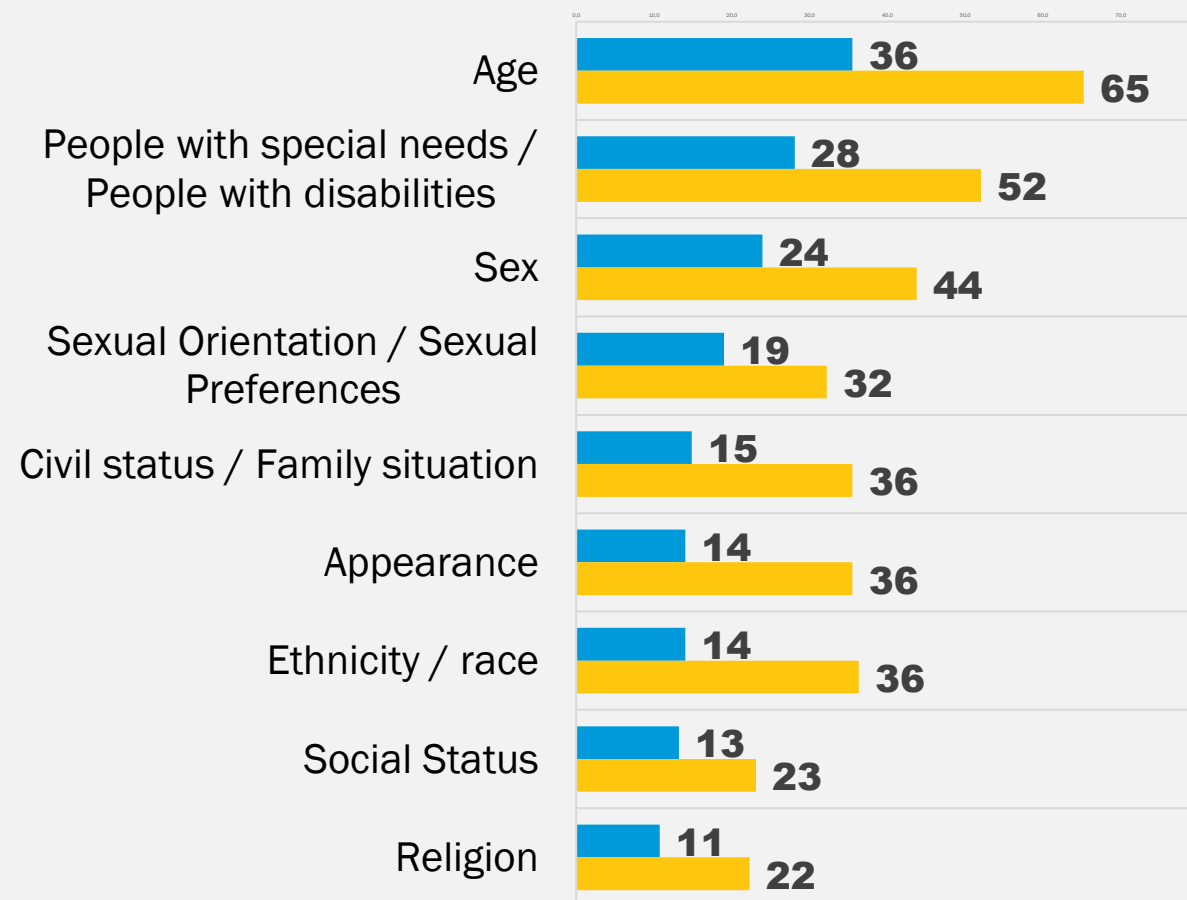
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Forms of discrimination that preoccupy people:

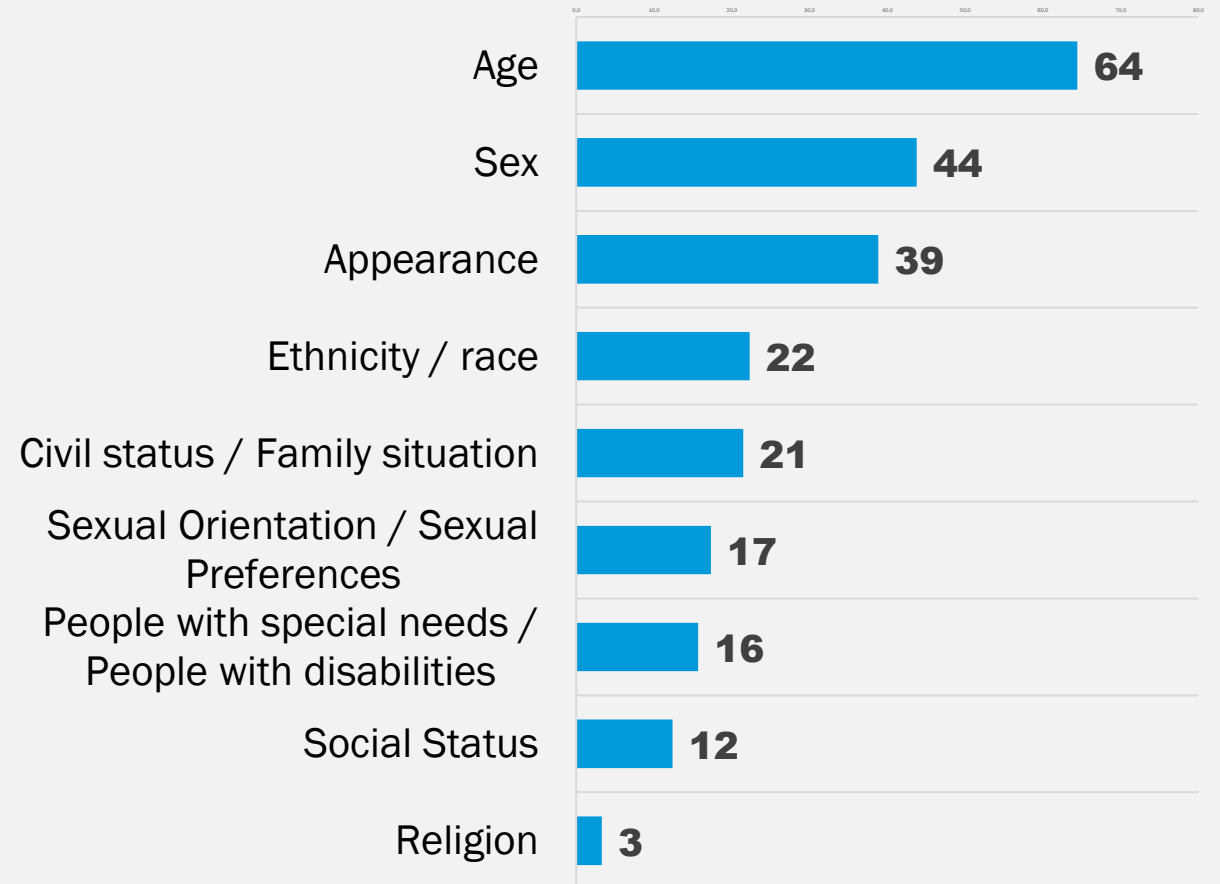
■ % A lot ■ % a lot /enough



77%

Have noticed
colleagues being
discriminated
against at work

(%) of
Discrimination against colleagues based on:



31%

among them have a personal experience!

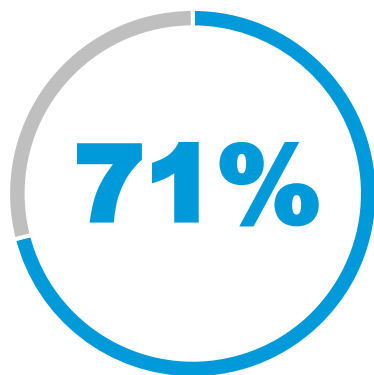
They have experienced being discriminated against, mainly because of age (16%) or gender (15%)

38%

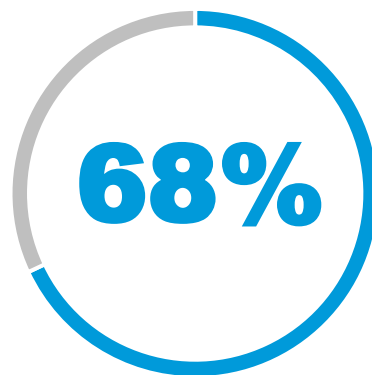
Among the respondents, 38% admit that they have discriminated against other people, even if they did not intend to

Based on their most recent experience, their company...

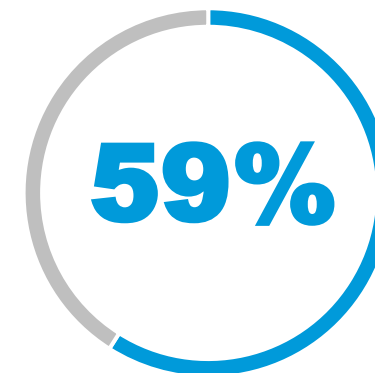
has an equal-opportunity culture



has a policy or framework for inclusion in employee selection and development processes



encourages employees to feel equal members and not to hide their diversity





**BE THE CHANGE THAT
YOU WISH TO SEE IN
THE WORLD.**

- MAHATMA GANDHI