

## Employer Federations Way Forward towards Ethnic D&I

While the market is experiencing a worrying labour shortage, the gap between EU and non-EU individuals on access to employment is widening in Belgium. At the same time, our society is becoming increasingly diverse, requiring businesses to find new talents to face this transformation.

Together, we want to recognise the importance of Ethnic Diversity and Cultural Inclusion, to support a structured and sustainable change, shaping the companies of tomorrow.

To efficiently tackle these challenges, promote equal treatment and foster opportunities among our members, we commit to:

### **1. Raise awareness on the importance of ethnic D&I for business growth**

By running research and analyse the latest trends and findings drawn by stakeholders, we promote the economic and social value of ethnic diverse workspaces and the benefits that inclusion can bring to the labour market and local community.

### **2. Integrate ethnic D&I in the annual work programme**

We commit to actively integrate ethnic D&I in our core annual strategy, becoming role models to our members. More specifically, we will further encourage companies in establishing a structured agenda on the topic by providing reliable information and inspiring concrete action. This could include activities such as the organisation of related webinars or meetings, best practice sharing, content writing through newsletter and articles or stakeholders engagement.

### **3. Go outside and walk the talk**

We commit to foster our engagement with external actors across society, and promote our members' willingness to make a change. After gaining an in-depth understanding of the issues faced by local communities, we will report stakeholders' expectations and propose practical sustainable solutions across our network.

### **4. Become ambassador of this change, internally and externally**

We want to be key player of this needed national labour market transformation. We are willing to become ambassadors of ethnic diversity and promote inclusion beyond our corporate networks and throughout the wider Belgian society. We will do so by sharing best practices and testimonials of cultural inclusion in external online and offline events, representing a symbol of non-discrimination and solidarity in our engagement with external stakeholders.

\*This document refers to *diversity* in terms of ethnicity, and intends *inclusion* as all the practices and policies established to provide equal access to opportunity and resources for people coming from cultural and ethnic minorities, who might otherwise be excluded or marginalised.