



REGISTRATION



Together for Inclusion in Banking

The DE&I programme for the banks in Switzerland

Do you want to be part of the DE&I community of banks in Switzerland and benefit from the exchange of practice and experience between the banks? Are you interested in input and knowledge transfer from experts and companies from outside the banking sector and ready for new perspectives and in-depth content? Then "Together for Inclusion in Banking" - the DE&I programme for the banks in Switzerland - is the right place for you!

In cooperation with the Competence Centre for Diversity & Inclusion (CCDI) at the University of St. Gallen, Employer Banks is offering the new DE&I annual programme tailored specifically to the banking sector exclusively for members. "Together for Inclusion in Banking".

The attractive programme offers relevant content for banks throughout the year in various formats such as webinars and workshops.

As part of the programme, the participating banks are also given space and time to work on challenges (e.g. succession planning in senior management or more women in HR management positions) and develop solutions with the support of the CCDI.

Webinar I: "Systemic anchoring - Managing DE&I successfully"



Wednesday, 10 April 2024



12:30 - 14:00



MS Teams

What does systemic anchoring mean? Why should the normative level, the "Why" are at the centre of your work?

In this online session, you will learn what the key elements of a systemic approach are and which pillars help to consistently drive structural and cultural change. Based on a concrete example from practice, you will receive tips for successful implementation and can ask questions.

- Expert input from the Competence Centre for Diversity & Inclusion
- Insight into practice: Best practice example of a successful DE&I approach
- Outlook: How do we benefit from the programme?

Workshop I: «Inclusion: People with disabilities impairments - opportunities and limits»



Tuesday, 25 Juni 2024



13:00 - 17:00

incl. Networking aperitif



FFHS Gleisarena
(at Zurich
main station)

The sensitive integration of people with disabilities presents companies with a task that is associated with many questions and uncertainties.

What requirements are necessary, what working environment is needed to meet the needs of people with disabilities? What legal framework conditions need to be observed?

Before exchanging existing experiences and further developing measures in a workshop, you will receive specialist input from an expert and learn about different perspectives and approaches to the question of how companies can integrate people with disabilities respectfully in a panel discussion.

- Input from Expert:in
- Panel discussion with companies and experts
- exchange to best practices and further development of existing
- measures for the banks and the industry

Workshop II: «Women in management positions - reaching the critical mass»



Friday, 27 September 2024



9:00 - 13:00



FFHS Gleisarena
(at Zurich
main station)

How can companies achieve "critical mass" in management teams?

Studies show that a proportion of women of at least 30 per cent is necessary for a minority to have an influence on the majority. The results of the Diversity Benchmarking 2024 provide facts and show where the banks have the greatest potential. Experts from practice and research will also provide insights into effective strategies for getting and keeping women in management positions. In a design thinking workshop, solutions for companies will be developed in collaboration with experts from other sectors.

- Results of Diversity Benchmarking 2024 Insights from
- research and practice: What works?
- Design thinking workshop on "Women in management positions - the role of
- companies and the sector" with experts from other sectors

Webinar II: «Inclusion as a management task - Sustainable implementation and measurement»



Wednesday, 27 November 2024



12:30 - 14:00



MS Teams

«Diversity follows Inclusion» - companies must have sensitised and competent managers on board if they want to manage DE&I successfully.

How can inclusion be anchored in the corporate and leadership culture? What measures enable a sustainable influence on leadership? And how do you measure inclusion?

The online session offers expert input and a practical insight into objectives, measures and recommendations for greater inclusion.

- Specialist input on inclusion with focus objectives and measures at company level and for managers
- Insight into practice: A company that has successfully anchored inclusion in its organisation



Dr. Ines Hartmann



Nicole Niedermann

Speakers

The programme will be led by the two DE&I experts Dr Ines Hartmann and Nicole Niedermann from the Competence Centre for Diversity & Inclusion (CCDI) at the University of St. Gallen. The individual events will be complemented and tailored to the topics by expert speakers from the field.

Participants

«Together for Inclusion in Banking» is aimed exclusively at members of Employer Banks and focuses on HR and DE&I specialists. Several employees per bank can also register for the programme. Substitutions are also possible if participants are unable to attend every event on the programme.

Costs

The DE&I programme «Together for Inclusion in Banking» is free of charge and exclusively for members of Arbeitgeber Banken. The condition is participation in the HSG Diversity Benchmarking programme (e.g. "Basic Access" for CHF 2500)



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