

# World Business Pride pledge

## Introduction – ICC’s stance on diversity and inclusion

Inclusion – the ability to recognise, incorporate and celebrate diverse perspectives – is the glue that holds successful organisations and is a fundamental leadership skill that can be honed and developed over time. Inclusive leaders recognise the value of celebrating difference and ensuring an equitable culture where all stakeholders feel supported. Beyond tolerance, inclusive leaders must work to actively combat bias, discrimination and harassment as threats to long-term resilience and our shared future.

ICC knows that diversity is good for business and that acknowledging and incorporating the perspectives of underrepresented groups is vital to unlocking our collective potential. Providing a platform to welcome opposing views and unlock unique skills sets enables organisations to drive long-term progress by crowding in expertise, combatting groupthink and mobilising resources. In this context, ICC is a strong proponent of diverse representation in consultations, events and board rooms, and aims not only to recognise underrepresentation but to call out imbalance where noticed and proactively seek greater representation of underrepresented groups.

Homogeneous leadership groups offer limited perspectives and deprive audiences of the range of views that emerge when they have a broader range of experiences and insights. In return these groups risk serving and appealing to a limited range of stakeholders – potentially exacerbating the social inequality, economic exclusion and biodiversity loss which contribute to chaos in our world.

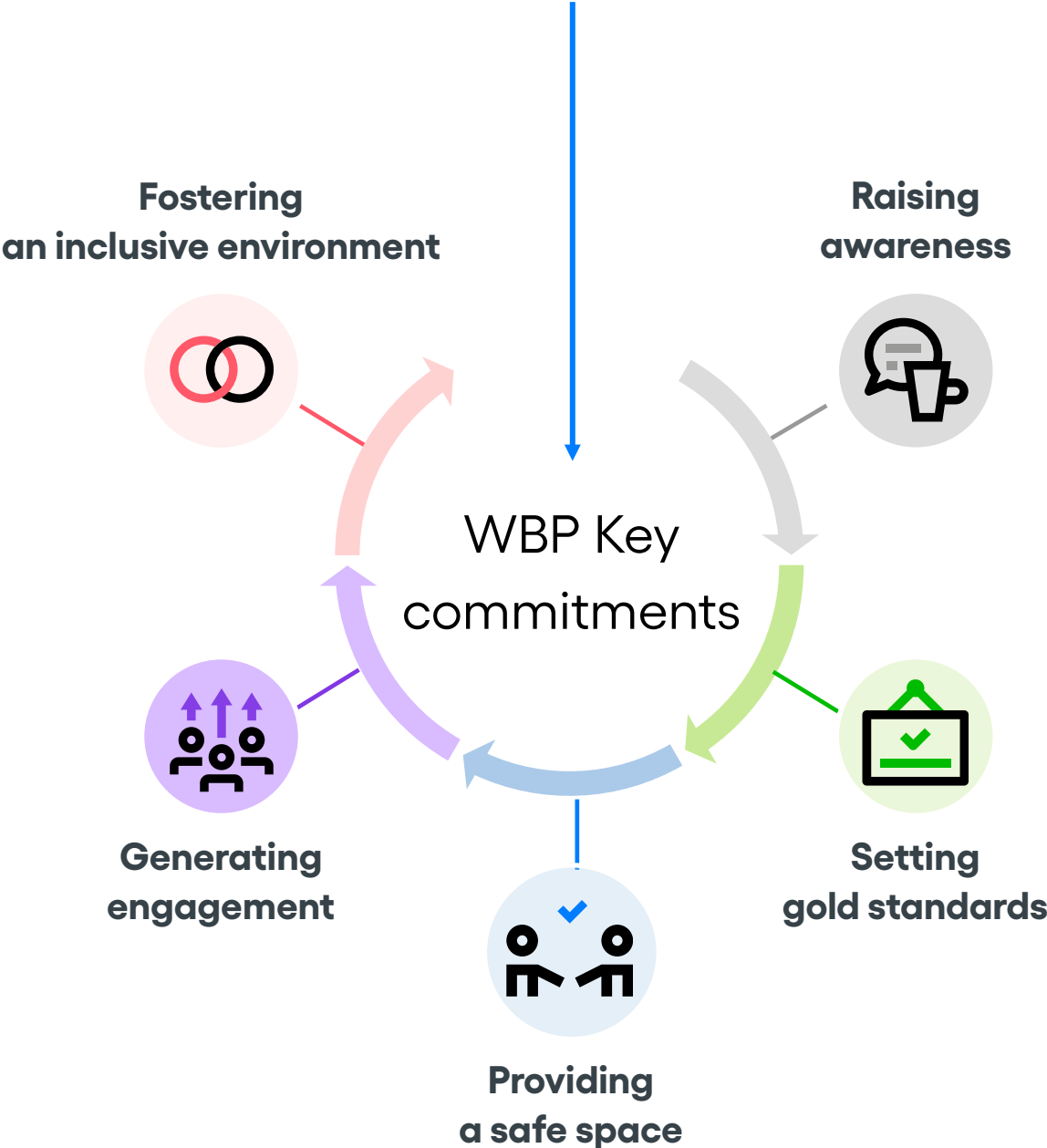
Research shows that diverse teams and organisations are more productive, better at solving problems and better equipped to avoid and manage risk. Having people from underrepresented groups in the boardroom has been shown to improve corporate governance, reputation and oversight while reducing unethical behaviour. Moreover, organisations that are the most diverse do not undertake their work in silos – often they have strong community engagement programmes and pursue partnerships which fall outside of their traditional realm – yet they generally outperform their competitors in their own industries.

It is time to diversify leadership to change how we address the world’s most pressing challenges. This begins with:

- Seeking guidance from experts about the role that ICC can play in advancing equity and inclusion within the organisation and throughout our global network.
- Advocating for the integration of underrepresented groups at all levels of the decision-making process.
- Actively pursuing and developing partnerships which advance social equity.
- Providing tools, guidance and resources which enable other organisations to take action.

**WBP pledge – Overview**

**WBP is committed to ensuring that ICC leads by example as an inclusive, fair and safe workplace for the LGBTQIA community to bring their whole authentic selves to work.**



## WBP pledge – Commitments

We commit to:

- **Fostering an inclusive environment:**

- By working with HR to ensure ICC's internal policies and procedures are non-discriminatory.
- By constantly seeking areas for improvement and innovation in terms of inclusivity, and challenging existing norms where needs be.
- By allowing anyone to join WBP regardless of their sexual or gender identity, and stressing the importance of having allies on board.

- **Raising awareness:**

- By organising professional workshops accessible to all employees to educate and inform them on key topics and issues, and how to address them in the workplace.
- By working with staff to help them recognise, understand and counteract different types of unconscious bias that exist both within and outside of the LGBTQIA community.
- By identifying internal and external speakers for our internal events, thus ensuring a diversity of areas of expertise and broaden the topics we can cover.
- By creating and consolidating a database of relevant documents on LGBTQIA topics for ICC staff's reference.

- **Generating engagement:**

- By doing our best to consistently reinvent ourselves and get out of our comfort zone to organise pioneering initiatives.
- By organising a wide variety of initiatives where anyone can bring their whole authentic self, including their personal and professional expertise.
- By collaborating closely with ICC World Business Women (and other similar ICC initiatives) to offer impactful initiatives to the staff.

- **Providing a safe space:**

- By ensuring there is always a dedicated person as a point of contact in case of discrimination in the workplace. This person would serve as a confidant and adviser, but would, under no circumstances, replace the Human Resources department or its expertise.
- By reinforcing the power of having an inclusive and diverse workforce

- **Set gold standards:**

- By working closely with all ICC departments to ensure an optimum advocacy of LGBTQIA diversity in our work, notably among national committees, the chambers of commerce and our direct members.
- By building a strong external network of partners to share best practices and inspiration on how to lead by example.

