

# Business Uniting Talents 2030 Way Forward Statement 2024

While the market is experiencing a worrying labour shortage, Belgium is witnessing a widening gap between individuals of EU and non-EU backgrounds in accessing employment opportunities. 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 Multicultural Diversity and Cultural Inclusion with a particular focus on the employment of workers with a non-EU background, as to encourage a sustainable change, shaping the companies of tomorrow.

Following a first phase with leading companies, a methodology to improve multicultural diversity and inclusion was developed and shared with sector federations in a second phase.

Thanks to the proactive commitment of 9 sector federations, **as companies**, we agree to do our best efforts to tackle the identified weaknesses, promote equitable treatment and foster equal opportunities by pledging to:

**1. Consider Diversity, Equity and Inclusion (DEI) a strategic priority**

Continue to ensure that diversity, equity and inclusion are a part of the company's strategic vision, endorsed by the top management and reflected in annual reporting.

**2. Support Multicultural Diversity, Equity and inclusion (DEI) through cultural education of everyone but specifically HR and top management**

Allocate resources towards DEI training and education for all staff, with a particular focus on HR and leadership teams. This investment aims to cultivate a culture of learning and inclusion, utilizing initiatives to promote organization-wide diversity awareness. Assign clear roles and responsibilities to each manager and establish a reporting process that ensures employees feel secure in reporting instances of exclusion. Additionally, provide guidance on where employees can seek support and assistance when needed.

**3. Ensure clarity, equity and engagement in HR processes and Career Progression**

Provide development opportunities, bring clarity on leadership skills and support employees in their career ambitions. Encourage continuous lifelong learning to foster growth. Bring awareness on biases, promote inclusivity, and ensure equity throughout the talent management process, from attracting and hiring, to advancing, retaining, and recognizing employees.

**4. Consider implementing effective measurement practices and ensure accountability**

Explore comprehensive measurement practices to track progress such as qualitative data collection, while acknowledging its inherent limitations. In addition, consider assessing DEI initiatives for effectiveness and adjust as necessary.

**As Sector Federations**, we pledge to assist our member companies in implementing the developed methodology by actively supporting the actions outlined above. This support may involve facilitating network and peer-to-peer activities, sharing and creating tools, and consistently raising awareness of the importance of this topic in both external and internal strategic meetings.

\*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.