

DEVELOPMENTS IN DIVERSITY & INCLUSION IN ASIA

In the last decade, the subject of diversity and inclusion has attracted increasing attention from the corporate sector. With untapped opportunities, Asia represents a strategic growth market, and a growing number of companies recognise the importance of diversity and inclusion – not only as a talent management strategy but also as a source of competitive advantage. They know they need access to diverse talent not only to realise their ambitions in the region but also to reflect the needs of the Asian markets they are seeking to serve.

Keen to compete on the global stage, and exposed to global influences and practices, leading local organisations are also being forced to up their game when it comes to promoting equitable and fair workplaces and harnessing the contribution of all to drive business success. At the same time, we have seen complex and changing dynamics across the Asia region, most notably the ageing population, globalisation, the shortage of talent and, of course, the recent global pandemic and the rise of various social movements. These are providing the impetus for governments and business communities across Asia to put diversity and inclusion on the political, social and corporate agenda, adapting to the increasing and ever-changing needs of their people (remote or technical business support as well as additional emotional and physical wellbeing interventions).

In the midst of these efforts, organisations ought to remember that Asia is a huge and complex market. It is not one entity but is made of many countries and cultures with a broad range of issues that can impact organisational performance – both internally and externally. And, whilst we look towards other markets and industries for inspiration and good practice cases, these complexities highlight the need to adopt a local perspective to diversity and inclusion.

Community Business' leading Diversity & Inclusion in Asia Network (DIAN) provides a critical forum for companies committed to understanding the issues and driving their strategies forward.



Find out about the benefits of DIAN Membership in 2021



BENEFITS FOR MEMBERS



ACCESS ASIAN RESEARCH

Inform your strategy in Asia with direct access to pioneering D&I research packed with local insights from the region. Community Business' extensive body of credible research is available to DIAN members.



RAISE YOUR PROFILE

Leverage your membership of DIAN to demonstrate your company's leadership. Reap the benefits of DIAN's leading reputation to reinforce your own brand.



GROW YOUR NETWORK

Expand your network and make critical links to enable you to increase your impact internally and externally. Forge connections and partnerships with fellow members – that will not only benefit your company, but also boost your career.



LEVERAGE BROAD EXPERTISE

Rely on Community Business' broad and in-depth expertise to support your strategy in Asia. With our thought leadership, experience and constant access to corporate best practice, we're ideally positioned to advise you.

What People Say about DIAN



DIAN continues to be the best source of Asia-specific intelligence around Diversity & Inclusion.



It clearly is the second to none, meeting point of D&I specialists and expertise in the market and the region.



The learning and connections made through being part of the DIAN community have been transformative for my work in the D&I space. Not only has the association helped propel me in my career, DIAN has remained my knowledge base over the years.





PROGRAMMES AT A GLANCE

These events are exclusively for DIAN member companies and are designed to provide opportunities for inspiration, learning, sharing and development of good practices and tools to empower you as agents of change in Asia.

- Exclusive Member Access:
 - **2 x DIAN Conferences**
 - **2 x DIAN Circles**
 - **SPARK Series**
 - **Access to Conference Summary Reports, Notes, and Recordings**

| Member-Only Events | Target Audience | Seats | Date |
|---------------------------------|--|-------------|----------|
| Kick Off Meeting | All | Unlimited | Feb 2021 |
| DIAN Conference | Business Leaders; Country / ERG leaders; Those responsible for D&I / HR Strategy | Unlimited | Apr 2021 |
| DIAN Circles – Round 1 | Key DIAN representatives | 2 Seats | May 2021 |
| DIAN Circles – Round 2 | Key DIAN representatives | 2 Seats | Jul 2021 |
| DIAN Year-end Conference | Business Leaders; Country / ERG leaders; Those responsible for D&I / HR Strategy | Unlimited** | Oct 2021 |

** Should health and safety considerations make an in-person event viable, the number of in-person seats will be limited to (at least) 2 representatives per company

DIAN Conference

Cognitive Diversity in the Asian Context



-  Official launch of DIAN Research
-  Featured insights from our research – *Cognitive Diversity in the Asian Context*
-  A series of sessions featuring: Keynotes, expert panels, and moderated Q&As
-  Exclusive access to post-event summary, additional resources and practical guides

DIAN Circles

- Unpacking local dynamics - Industry-specific challenges



-  2 rounds of custom-designed discussion groups (6-10 pax)
-  Sharing sessions allow members to be 'experts' or steer discussion into areas of particular interest
-  Deep-dive into a location / industry specific challenges and good practice sharing
-  With a special focus on practical tips and advice; learnings are to be collated and shared as a DIAN resource

DIAN Year-end Conference



-  Year-end full network meeting
-  Share learnings from DIAN Circles with the wider network
-  D&I practitioner panels, drawcard speakers, Q&A sessions etc.
-  Share ideas / present DIAN research topics for 2022

SPARK Series

e-Learning Modules **NEW**



-  Regular launches of new modules
-  20 e-Learning Sessions on Key D&I Topics
-  Past Broadcasts will be available on demand for revisiting
-  **UNLIMITED** access and dial-ins for all your employees



DIAN NEWSLETTER

Keep up-to-date on latest thought leadership, industry news, market updates, legislation, trending discussions, opportunities, and special offers from Community Business and partner organisations.

MONTHLY TOOLS & RESOURCES

Access fresh new content developed exclusively for DIAN Members.

DIAN WEBSITE & PORTAL

Access member-only resources and gain free access to the entire Community Business library.



ALSO FROM DIAN*

* Available to non-DIAN Members for a fee

DIAN GLOBAL LINK

Exclusively designed for Global Heads of Diversity & Inclusion and Chief Diversity Officers to keep key global stakeholders on top of key D&I trends, developments and activities in the Asia region.

BENEFITS:

- » 2 x Virtual Roundtables
- » Quarterly newsletters
- » Invitation to a DIAN Global Link event
- » Additional seat at DIAN Conferences (for DIAN members only)

DIAN CHINA LINK / DIAN PHILIPPINES LINK

Engage your locally based company representatives to connect and share key D&I trends in their markets.

BENEFITS:

- » 2 x Roundtables
- » Access to online forum
- » Quarterly newsletters

MORE SUPPORT FROM COMMUNITY BUSINESS

D&I CONSULTING & TRAINING

Committed to driving a strategic approach to D&I and championing change internally? Take advantage of our consulting and training services at a member discount rate. Community Business offer a wide range of services, including senior leadership engagement, lunch and learns, facilitated discussions, workshops and webinars as well as practical tools and frameworks to help you adopt a strategic approach and drive your strategy forward.

ASIA EMPLOYEE WELLBEING LINK

Access key resources, updates and programmes relating to employee wellbeing in Asia. This annual subscription is designed for employee wellbeing professionals (or those responsible for their employee wellbeing strategy in Asia) and grants access to eQuarterly Updates, Virtual Roundtables, a virtual repository of resources, and live webinars they can share with the rest of their organisation!



| |  1. DIAN “Core” Membership |  2. DIAN “Connect” Membership |  3. DIAN “Premium” Membership |
|--|---|--|--|
| Membership (July-December 2021) | US \$7,250 | US \$8,000 | US \$9,500 |
| Exclusive DIAN Conferences | ✓ | ✓ | ✓ |
| DIAN Practitioners’ Circles | ✓ | ✓ | ✓ |
| Monthly Newsletter | ✓ | ✓ | ✓ |
| Member Portal | ✓ | ✓ | ✓ |
| SPARK Series | ✓ | ✓ | ✓ |
| Global Link * | | ✓ | ✓ |
| China Link * | | ✓ | ✓ |
| Philippines Link * | | ✓ | ✓ |
| Research Project ** | | | ✓ |
| Membership (2022) | US \$14,500 | US \$16,000 | US \$17,500 |
| TOTAL | US \$21,750 | US \$24,000 | US \$27,000 |

* Each subscription is available to non-DIAN members for US\$2,000

** Core and Connect DIAN Members may choose to contribute at the Lead Sponsor level

Notes: - Joining **DIAN** at half year requires a commitment to be a member for the following year.

- DIAN Members can subscribe to [Asia Employee Wellbeing Link](#) for a 75% discounted rate of US \$ 500.

- Interested in complementing your regional membership with a more focused look at India?

[DIAN India Network](#) membership packages rates are available for DIAN Members.



ABOUT DIAN

The Diversity & Inclusion in Asia Network (DIAN), an initiative of Community Business launched in 2008, is the leading network of companies and professionals committed to advancing diversity and inclusion in Asia.

Members work together to understand diversity and inclusion issues pertinent to the region, share and develop best practice and impact positive change – within their own organisations and beyond.

For more information see:

<https://www.communitybusiness.org/networks/dian>.

For queries:



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ABOUT COMMUNITY BUSINESS

Community Business is a not-for-profit organisation (Hong Kong Charity Number 91/6560) whose mission is to lead, inspire and support businesses to have a positive impact on people and communities. A recognised leader in advancing responsible and inclusive business practices in Asia, Community Business facilitates networks, conducts research and events, leads programmes and campaigns and provides training and consulting. Our focus on responsible business is aligned to four mission-led themes:

- » Building responsible leadership
- » Tackling workplace inequality
- » Ensuring employee wellbeing
- » Promoting social inclusion

Founded in 2003 and headquartered in Hong Kong with a presence in India and working with dedicated partners and consultants across Asia, Europe and the Americas, Community Business works with companies of all sizes and from diverse industries across Asia, harnessing the power of business to drive social change. For more information, please visit www.communitybusiness.org.