



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, complex and changing dynamics across the Asia region, most notably the ageing population, globalisation and the shortage

of talent, are providing the impetus for governments and business communities across Asia to put diversity and inclusion on the political, social and corporate agenda.

Yet 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. Such complexities highlight the need to adopt an Asian 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 2020**



DIAN 2020 Membership Benefits



Content-Rich Meetings

Participate in closed-door DIAN Meetings (In-Person and Virtual) – designed to provide opportunities for inspiration, learning, sharing and development of best practice to empower you as agents of change in Asia



Deep Network and Connections

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



Trusted Partner in Asia

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.



Direct Access to 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 at no charge.



Raised Profile and Branding

Leverage your membership of DIAN to showcase your company's leadership. Take advantage of opportunities to speak at network meetings and events and/or highlight your best practice in our research. Reap the benefits of DIAN' leading reputation to reinforce your own brand.



Value Added Engagement

Contact the Community Business Team for advice and information and take advantage of regular Check-In calls to share your priorities and feedback. We want to make sure you stay connected, actively engaged and leverage your membership to the full.





DIAN Website & Portal

DIAN members have easy online access to member-only resources and networking tools and are encouraged to be active participants in our online community.



DIAN Newsletter

Keep up-to-date on the latest thought leadership, industry news, D&I related legislation, trending discussions, training opportunities, and special offers from Community Business and partner organisations. Share your own achievements, resources, events, JDs with the Network.



Exclusive Offers

Enjoy discounted rates at Community Business events and access to member-only programmes.

D&I Consultancy & Training

Committed to driving a strategic approach to D&I and championing change internally? Take advantage of our consultancy and training offerings.

We 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.

Also from DIAN*

* Available to non-DIAN Members for a fee

DIAN Global Link

Ensure your Global Head of D&I is kept informed about key D&I developments and opportunities in Asia.

Benefits:

- Twice yearly Virtual Roundtable
- Quarterly Newsletter
- Invitation to a DIAN Global Link event
- Opportunities for profiling and engagement when visiting the region
- Seat at DIAN Meetings (for DIAN members only)



DIAN China / Philippines Link

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

Benefits:

- 2x Roundtables: 1 In-Person and 1 Virtual
- Access to an online forum
- 2x complimentary tickets to Professional Series Workshop in China

Professional Series

Upskill stakeholders across your organisation to increase capability and embed a diverse and inclusive culture. A rich programme of D&I related training workshops across the region.



Benefits:

- 2 complimentary registrations per session in 2020
- Purchase additional seats at 10% discount





DIAN 2020 Membership

Membership Period Jan – Dec 2020



	1. DIAN “Core” Membership US \$14,500	2. DIAN “Connect” Membership US \$16,000	3. DIAN “Premium” Membership US \$17,500
Exclusive DIAN Meetings	✓	✓	✓
Monthly Newsletter	✓	✓	✓
Member Portal	✓	✓	✓
*Professional Series	✓	✓	✓
**Global Link		✓	✓
**China Link		✓	✓
**Philippines Link		✓	✓
Research Project			✓

*US \$250 per Ticket

**US \$2,000 per Individual Subscription





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>.

“ 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. ”

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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. Recognised as a thought leader in corporate responsibility and diversity and inclusion in Asia, Community Business conducts research, facilitates networks and events, leads campaigns and provides consultancy and training. With a focus on Responsible Business, our work is aligned to 4 mission-led themes:

- Tackling inequality in the workplace
- Ensuring happy, healthy, and engaged employees
- Promoting social inclusion
- Building responsible business leadership

Founded in 2003 and based in Hong Kong with a presence in India and the United Kingdom, Community Business works with companies of all sizes and from diverse industries across Asia, harnessing the power of business to drive social change.