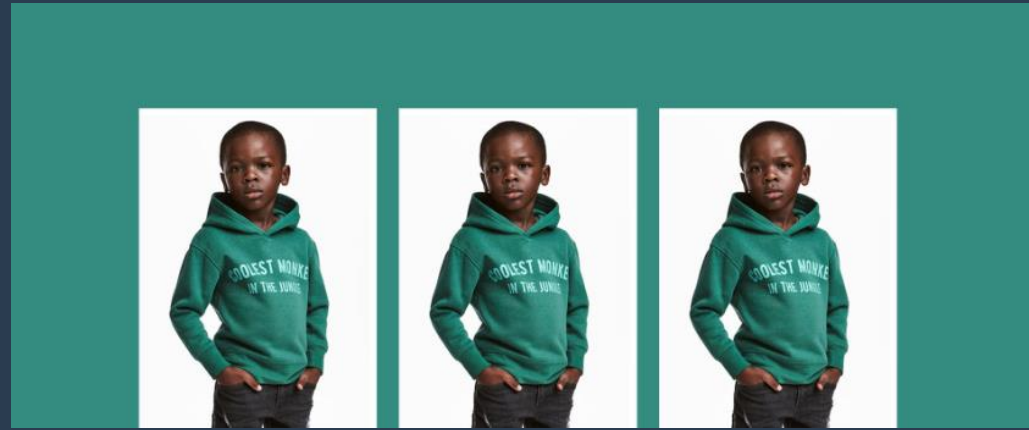


#BOYCOTTHM
2018



DAMORES' "GENDER MEMO"
2018

**#МЕЕТОО,
#ЯНЕБОЮСЬСКАЗАТЬ
2019**

**«Почему вы называете её Игнатом?»:
как трансгендерному человеку сделали
аутинг на всю страну**



**PUBLIC OUTING
2020**

DIVERSITY, INCLUSION, AND BELONGING IN TECH

**Зачем бизнесу гендер?
Нормально же общались*



Hanna Bandarenka
D&I Program Lead, EPAM

DIVERSITY – IS A MIX

INCLUSION – GETTING THE MIX WORK TOGETHER

**BELONGING – ASK A PERSON ABOUT *THEIR
FEELINGS**

DIB's BUSINESS BENEFITS*

- INNOVATION MINDSET
- NEW CLIENTS
- REVENUE AND PROFIT MARGIN
- MARKET SHARE
- EMPLOYEES' ENGAGEMENT
- EMPLOYEES' PERFORMANCE AND PRODUCTIVITY
- EMPLOYER-BRAND

**Multiple research reference, including McKinsey and Accenture*

2019, MCKINSEY REPORT “WOMEN AT THE WORKPLACE”

- **WOMEN’S PRECENSE IN SOME AREAS**
- **“BROKEN RUNG” IN CAREER PROGRESSION**
- **GENDER PAY GAP**
- **MATERNITY AND PATERNITY LEAVE**
- **UNCONCIOUS BIAS**

2020, EPAM BELARUS DIB's PROGRAMS

- DATA-DRIVEN APPROACH TO DIB's REPORTING
- GENDER PAY GAP ANALYSIS
- DIB's EDU FOR MANAGERS
- #IAMREMARKABLE – EMPOWERING EPAM'ERS TO DEVELOP THEIR SELF-PROMOTION SKILLS



WHERE TO START YOUR DIB's EFFORT?

- DEEP DIVE IN LEARNING
- ANALYZE THE CORPORATE DATA
- IDENTIFY THE GAPS
- PROPOSE A SOLUTION
- PRIORITIZE
- GET A BUY-IN FROM THE TOP
- MAKE HR's THE DIB's AMBASSADORS
- ACT
- EVALUTE
 - ANALYZE
 - IDENTIFY
 - PROPOSE