

Diversity & Inclusion to Innovate : Transforming wishful thinking into practice

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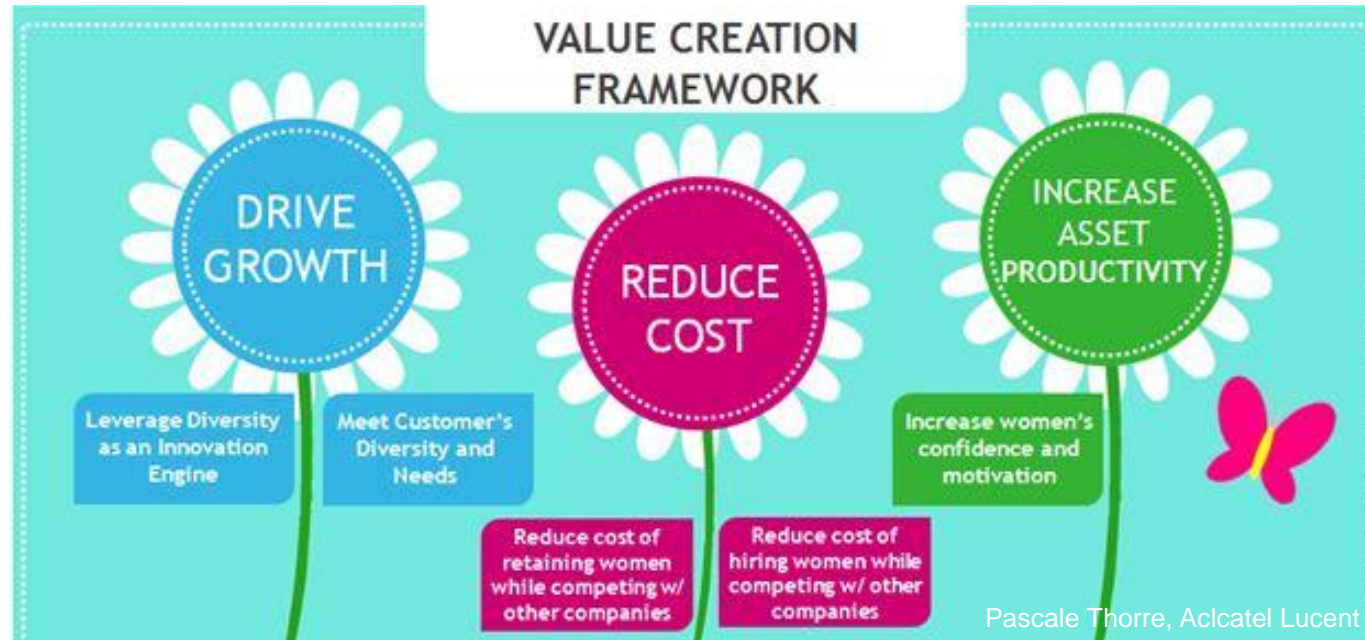
Diversity and
Inclusion within
Engineering in
Latin America
and the
Caribbean

**Monday
November 3rd
2014**

Women's Commission
of Engineers for
Development

Argentine Center of Engineers
Cerrito 1250
(C1010AAZ)
City of Buenos Aires, Argentina
www.cai.org.ar

Diversity & Inclusion to create value : a strategic issue for enterprises



- More ideas and innovations
- Needs and expectations from diverse customers meet
- Reduces attrition and increases the company's attractiveness
- Fosters confidence and motivation of employees

Diversity & Inclusion policy : HR issue

Counting and analyzing figures to understand some gaps before actions, initiatives

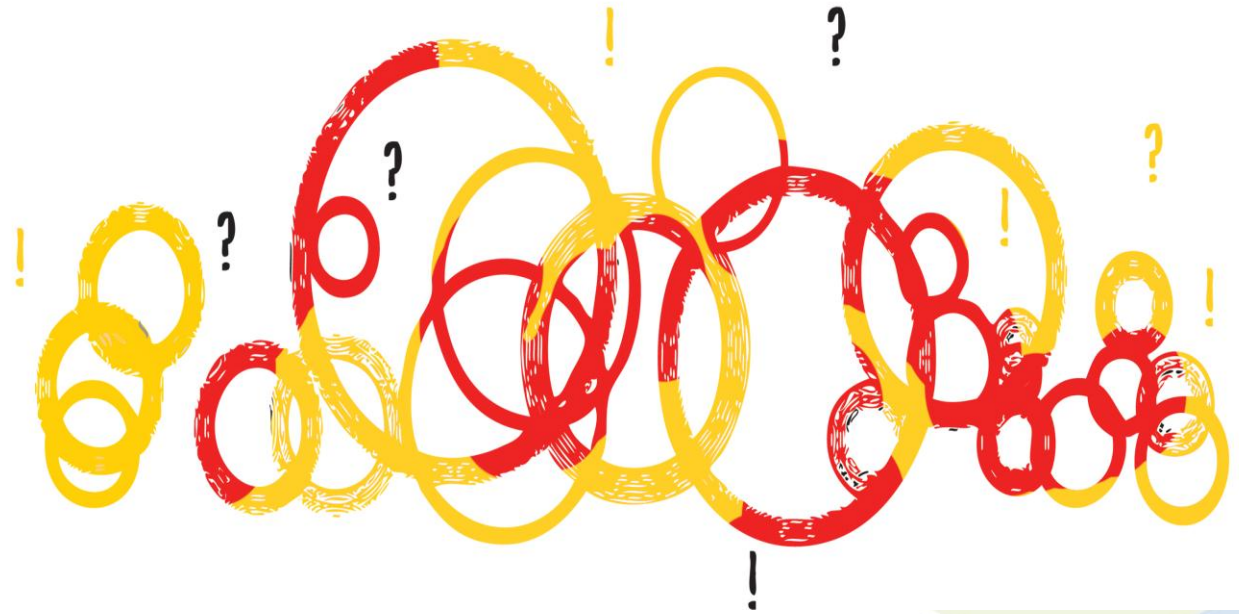
- Purpose : Fairness, justice, social climate, increasing diversity profiles
- From bottom to top, whatever the functions
- Process : attract, recruit, train, promote AND FIXING WOMEN

➔ Perspective of structural change

➔ Focus on the internal perspective

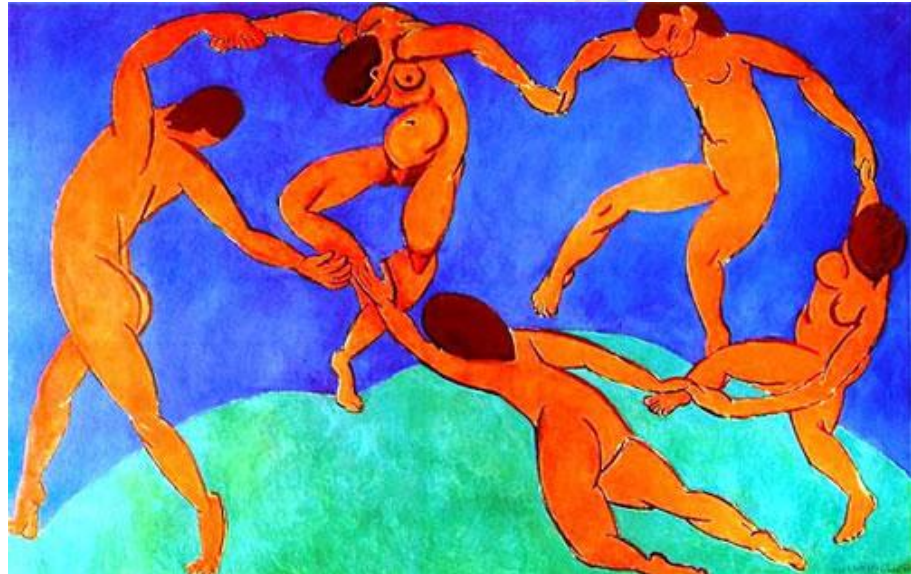
Diversity & Inclusion foster innovation – value creation

A Human Process



How does Diversity & Inclusion foster Innovation?

When the untapped power of the working groups is freed



How does Diversity & Inclusion foster Innovation?

The power of the working groups is freed

IF ...

conditions are laid



How does Diversity & Inclusion foster Innovation?

The power of the working groups is freed

IF ...

4th condition

To focus on the customers
and the ecosystem



Take away

Rethinking the working group dynamics

1. Are men and women equally involved ? Is time & space open to collaborative work, confrontations ?
2. Is the leader equipped with gender diversity know-how ?
3. What framework to insure the quality of interactions ?
4. Do the decision makers care about impact on men and women ? Care about meaning and benefit of the work : why, for who, with who ?



Thank you for your attention
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That's your turn to suggest ...

