

PEOPLE

Inclusion: A range of diversity issues emerge across the world

Events are taking place in parts of the company to put some local substance to BP's global diversity agenda. As different groups of people get together, interesting perspectives are arising. Horizon reports on what some of them have to say

TRUE TO the spirit of the events, BP's diversity and inclusion conferences around the world have thrown up a wide range of issues to grapple with.

Since the first Global Women's Summit held in November last year, there has been a series of events—some regional, some local—aimed at building on the success of the first summit. Already conferences have taken place in North and Latin America, Africa and Europe while more are planned for Asia, the Middle East and Australasia.

Group diversity manager for Europe and the Middle East, Isabelle Pujol, says that the aim is to continue to engage senior management as well as men and women across the organization in shaping their personal and professional goals around diversity. "The meetings are a focus for creating a common context and language for diversity, for sharing learning, experience and information," she adds. "Perhaps most important, these events have expanded the focus beyond gender to include many other aspects of diversity and inclusion."

The regional conferences were con-

vened by regional presidents, sponsored by members of the recruitment and diversity committee and attended by a cross section of employees: 200 at Los Angeles, 250 in Chicago, 210 in Paris and 120 in Africa. A June event in Houston is set to have 300 attendees. "Planning committees took great responsibility for these events. As well as sharing the senior management vision, we want to hear what's on peoples' minds, and we want to hear from all sorts of people," says Pujol.

DIFFERENT VALUES: Many similar issues came up across all the events, such as work/life balance, gender, nationality and language. But there were also differences depending on the location of the event. For example, in Paris, there was a cry for BP to recognize and accept that there are different value sets in operation across Europe. In the US, there was more of an emphasis on race.

Most importantly, for Pujol, is the fact that these events have started the process of embedding diversity deep into local BP businesses. "Each business unit and function will identify their own issues and

develop a strategic plan to address these, thereby focusing inclusion at the local level as part of their performance objectives."

Mike Underhill, senior group diversity and inclusion manager, directed the Los Angeles and Chicago events, supported by the regional presidents Bob Malone and John Manzoni. "The objectives were to engage the hearts and heads of leadership and employees and encourage honesty and risk-taking," he says. "The theme of the LA event was 'thriving from the variety of life' using the analogy of the rainforest."

Local sites are holding their own events to address their own issues. There was a one-day gathering in Aberdeen in April where 100 delegates focused on issues such as work/life balance, the definition of success, career progression, gender issues and how to promote diversity and inclusion. It coincided with a 'changing perspectives' event for all employees where workshops and therapy sessions picked up on these themes among others.

Another global diversity summit is planned for later in the year. Visit the website at gbc.bpweb.bp.com/diversity

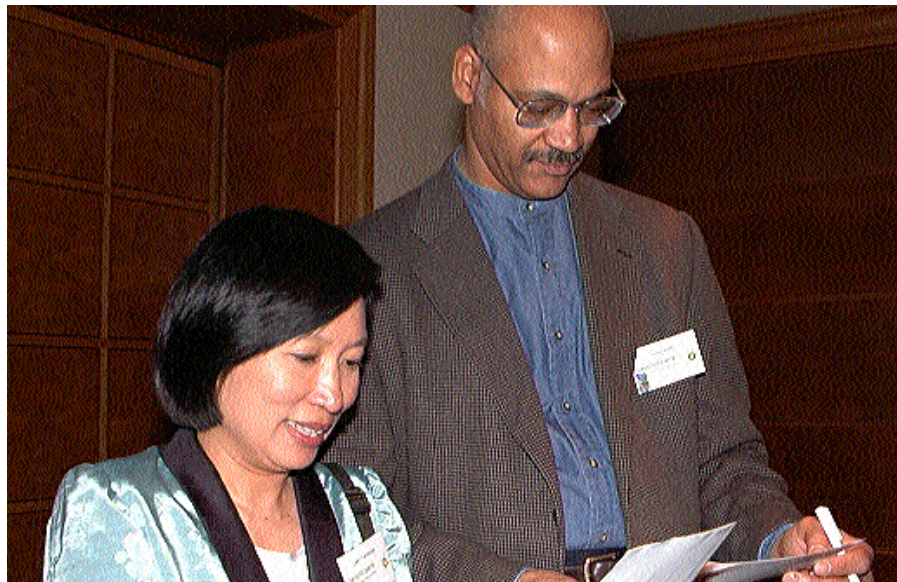
Michel de Fabiani, regional president, Europe needs to start providing career paths in different locations and remove barriers to progress caused by mobility restrictions."

Olga Carvalho, communications coordinator Portugal ensibili ou-me pela abertura de espírito, pela partilha de experiências e pela participação de elementos de todos os 'streams'."

"I was touched by the open-mindedness, the sharing of experiences and the participation of elements from all 'streams'."

Kristin Faerovik, commercial affairs manager, Norway e personlige beretningene var både spennende og inspirerende, og vi må fortsette å dele historier (og eventyr)!"

"The personal accounts were exciting and inspiring, and we should continue to share stories."



Delegates examine the issues around diversity and inclusion at the Paris event