



*Diversity & Inclusion  
Governance*

## Diversity & Inclusion Governance

### I. Introduction

**Diversity and Inclusion (D&I)** plays a fundamental role in the Malaysian and global corporate landscape. Studies have shown that diversity is a key driver of innovation and crucial in attracting and retaining talent. Therefore increasingly, more companies are beginning to adopt D&I as part of their business strategy.

Building a **Diversity & Inclusion Council** signals a company's commitment to diversity and demonstrates good corporate governance. It engages the **Executive Leadership team** to **champion the cause** and **act as a catalyst for change** while also promoting inclusion.

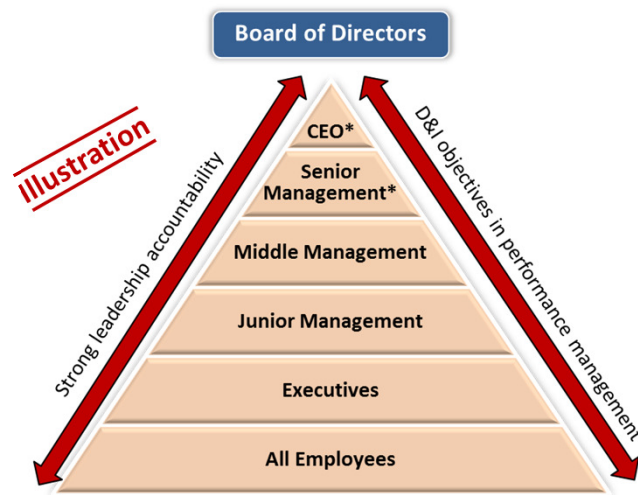
Championing and leading Diversity & Inclusion covers three (3) key areas :

- D&I Business Case
- Internal & External Measurements
- D&I Integration

The role of Diversity & Inclusion Council will be illustrated in section II and III.

### II. Establishing a Diversity & Inclusion Council

Many leading practices have set up a D&I Council which are typically chaired by the CEO, Chairman or HR Directors to set the tone and direction for the D&I strategy. The council can give leaders an opportunity to create a company-wide diversity action plan with a structured process for implementing and monitoring the programme.



\*Typical Governance Bodies : Diversity Council which comprises senior leaders who are decision-makers regarding D&I

**Their role of the council is to serve as a:**

- **Change agent:** drive D&I initiatives and build a culture of inclusion.
- **Mentor & advocate:** act as a mentor to employees and lead by example for D&I programmes and advocate to employees on the value generated from D&I from an employee and business perspective.
- **Champion Diversity Initiatives:** sponsor, engage and promote D&I initiatives
- **Decision Making:** influence and make decisions within the area of D&I for the best interest of the organisation.
- **Accountability:** council members' performance should be measured against D&I targets to ensure continuous support in D&I initiatives from the members and their teams.

### III. Diversity & Inclusion Council Structure

Most D&I Councils consist of the Senior Management level employees who are able to influence the strategy, decision making and transform policies and procedures.

