



# 6th St. Gallen Diversity & Inclusion Week

## Diversity & Inclusion in the Supply Chain

12 – 16 September 2022

From insight to impact.

# Our Speaker



Andrea Fimian is Founder and Managing Director of fips consulting, a supply chain consulting firm specializing in Supplier Diversity / Inclusive Sourcing consulting services and ESG supply chain solutions in EMEA.

She was EMEA Supplier Diversity Manager in a large international company for many years, where she led and developed the strategy for the Supplier Diversity 1st Tier program for EMEA and the 2nd Tier program on a global level. In addition to this role, she also had the lead for the Supply Chain Social Responsibility Team in EMEA.

Andrea won the “Outstanding Diversity Commitment” Award from Women in IT in 2019.

# A special thanks to our sponsors



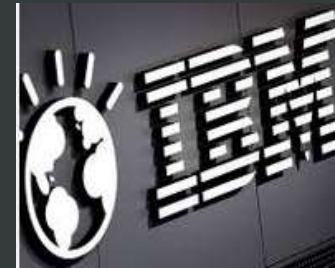


# Diversity & Inclusion in the Supply Chain

## WHAT / WHY / HOW

**Andrea Fimian**  
**CEO / Founder**  
**fips consulting**

# Introduction Andrea Fimian



# Wordcloud

What comes to your mind when you think about Diversity & Inclusion in the supply chain?

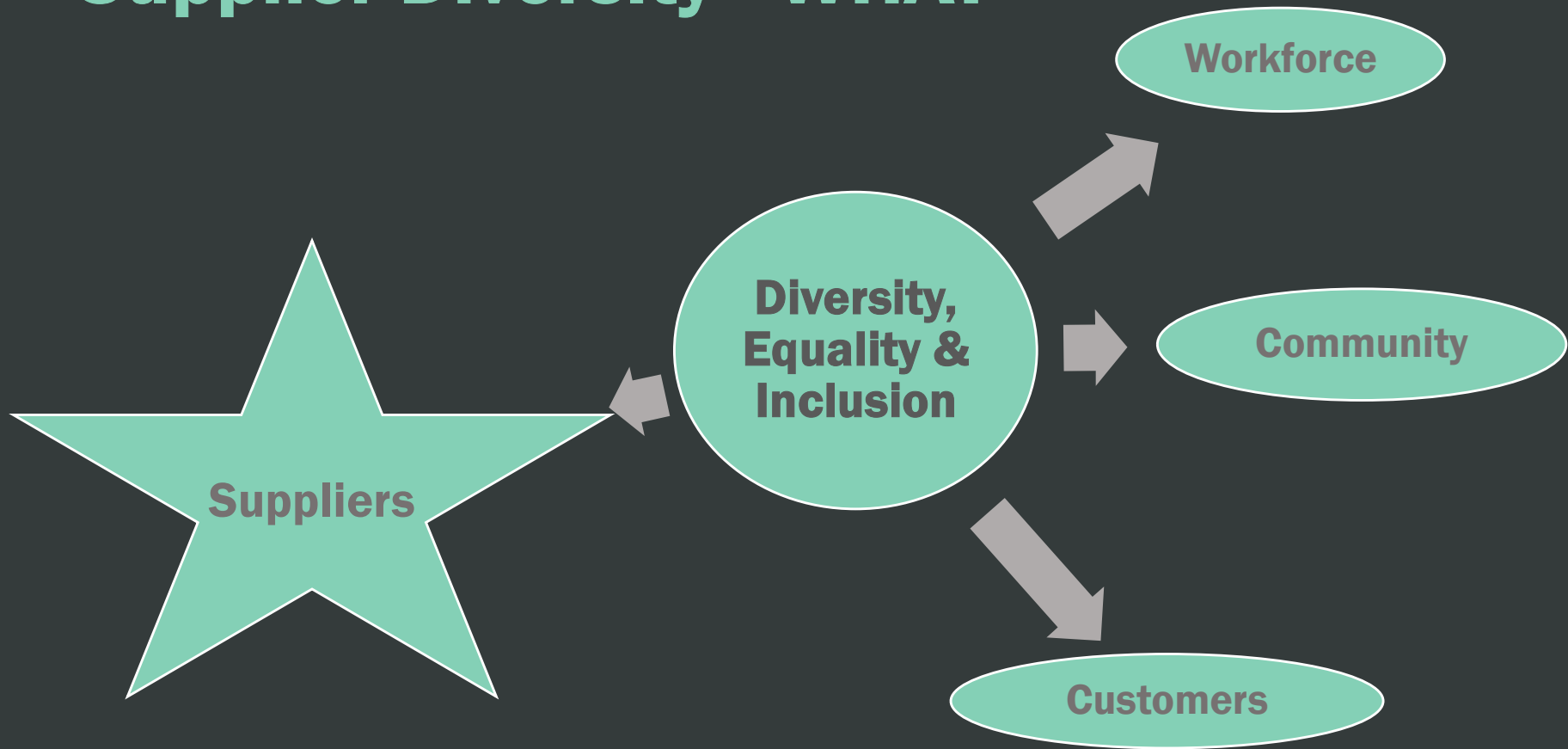


# Agenda

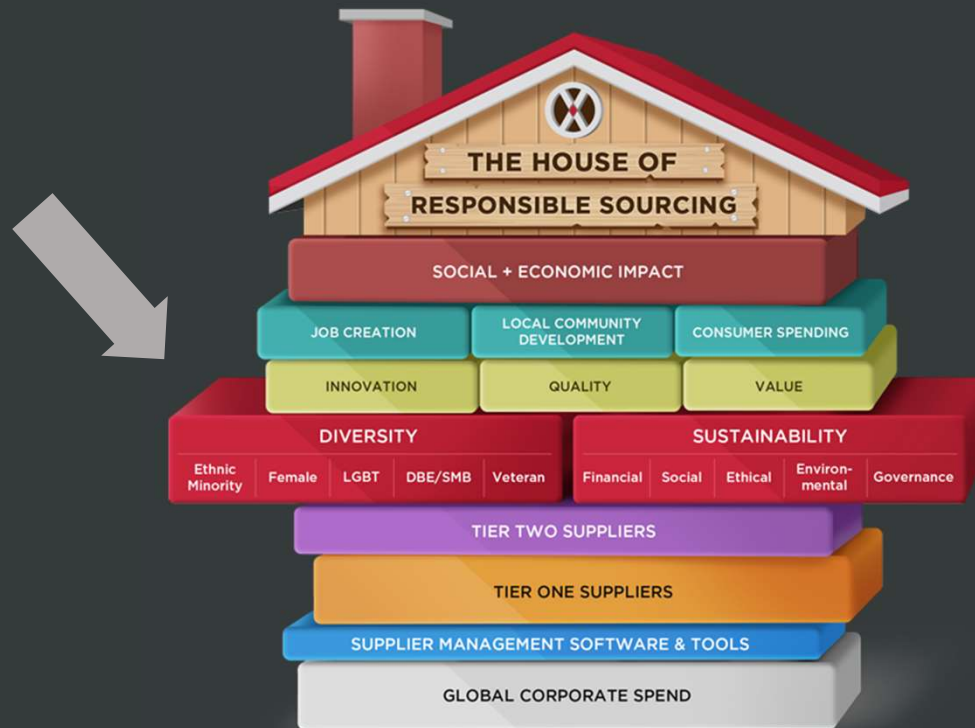
## **INCLUDING – EXCLUDING AND THE IMPACT OF (IN-)VISIBILITY**

- **What is Diversity & Inclusion in the Supply Chain (Supplier Diversity)?**
- **Why do companies do Diversity & Inclusion in the Supply Chain (Supplier Diversity)?**
- **How can companies start their Diversity & Inclusion in the Supply Chain (Supplier Diversity) efforts?**

# Supplier Diversity - WHAT



# Supplier Diversity - WHAT



Source: [https://www.linkedin.com/pulse/supplier-diversity-sustainability-key-building-blocks-rod-robinson/?lipi=urn%3Ali%3Apage%3Ad\\_flagship3\\_messaging%3BQ1mwVcQoTRKCrFQJui0EUQ%3D%3D](https://www.linkedin.com/pulse/supplier-diversity-sustainability-key-building-blocks-rod-robinson/?lipi=urn%3Ali%3Apage%3Ad_flagship3_messaging%3BQ1mwVcQoTRKCrFQJui0EUQ%3D%3D)

# Supplier Diversity – WHAT

**Definitions for diverse owned businesses in Europe;  
Ownership & Control  $\geq 51\%$  with one or more individuals from the following underrepresented groups;**

- **Women**
- **Ethnic Minorities**
- **Persons with Disabilities (incl. sheltered workshops)**
- **LBGTIQ+ Individuals**
- **Others defined by corporate (ie Social Enterprises, Veterans, etc)**

# Supplier Diversity – WHAT – Where to find them? NGO's & Agencies

<b>WOMEN</b>	<ul style="list-style-type: none"><li>• WEConnect International (Verband Frauenunternehmen / Female Founders)</li></ul>
<b>ETHNIC MINORITIES</b>	<ul style="list-style-type: none"><li>• Minority Supplier Development UK (MSDUK)</li><li>• European Supplier Diversity Project (ESDP)</li></ul>
<b>LGBTIQ+</b>	<ul style="list-style-type: none"><li>• European Gay &amp; Lesbian Chamber of Commerce (EGLCC)</li></ul>
<b>Persons with Disabilities (PWD)</b>	<ul style="list-style-type: none"><li>• SBDN – Swiss Business Disability Network</li><li>• Disability:IN</li></ul>

# EXAMPLE; WEConnect International Corporate Members



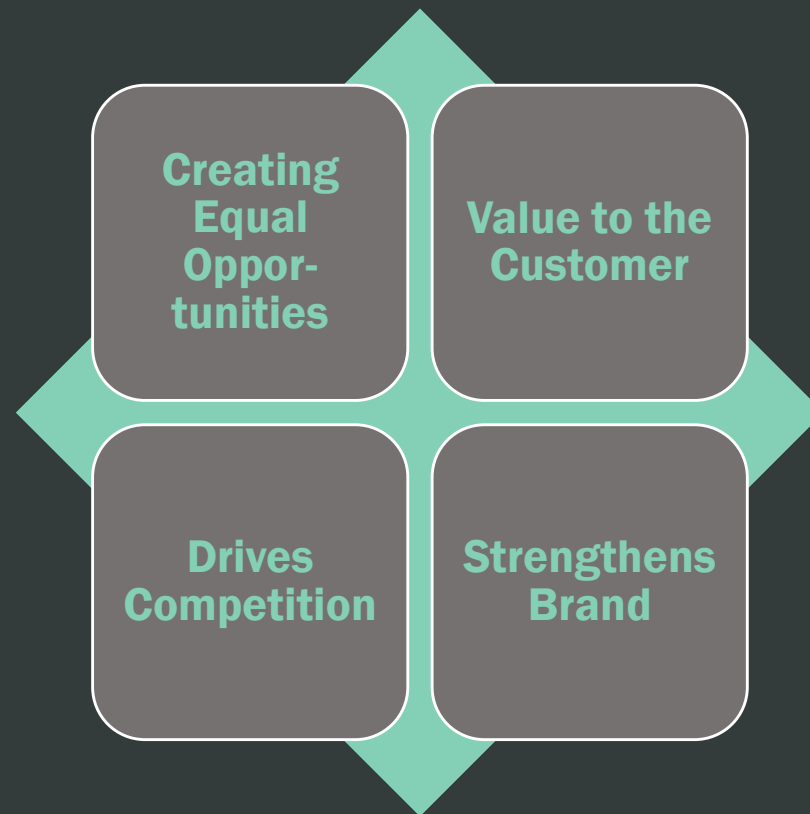
# Supplier Diversity - WHY

**Why do you think companies do Diversity & Inclusion in the Supply Chain (Supplier Diversity)?**

# Supplier Diversity - WHY



# Supplier Diversity - WHY



# Supplier Diversity & ESG

- **Environmental**
- **Social**
- **Governance**



## Environmental

- **Waste & Pollution**
- **Resource depletion**
- **Greenhouse gas emission**
- **Deforestation**
- **Climate Change**



## Social

- **Employee relations & diversity**
- **Working conditions**
- **Local communities**
- **Health & Safety**
- **Conflict**



## Governance

- **Tax strategy**
- **Executive remuneration**
- **Donations & political lobbying**
- **Corruption & bribery**
- **Board diversity & Structure**

# Supplier Diversity & UN Sustainable Development Goals 2030



# Supplier Diversity - Quiz

**How much of a companies ESG footprint comes from its suppliers?**

- 15-25%
- 30-50%
- **60-90%**

# Supplier Diversity - WHY

Companies who source from diverse owned businesses reported :

- **Benefitting from increased innovation**
- **Competitiveness**
- **Resilience**
- **Realizing a year-over-year cost savings of 8.5%, compared to the 3-7% industry average**
- **Diverse owned businesses hire more minorities**
- **Diverse owned businesses pay their employees higher wages on average**

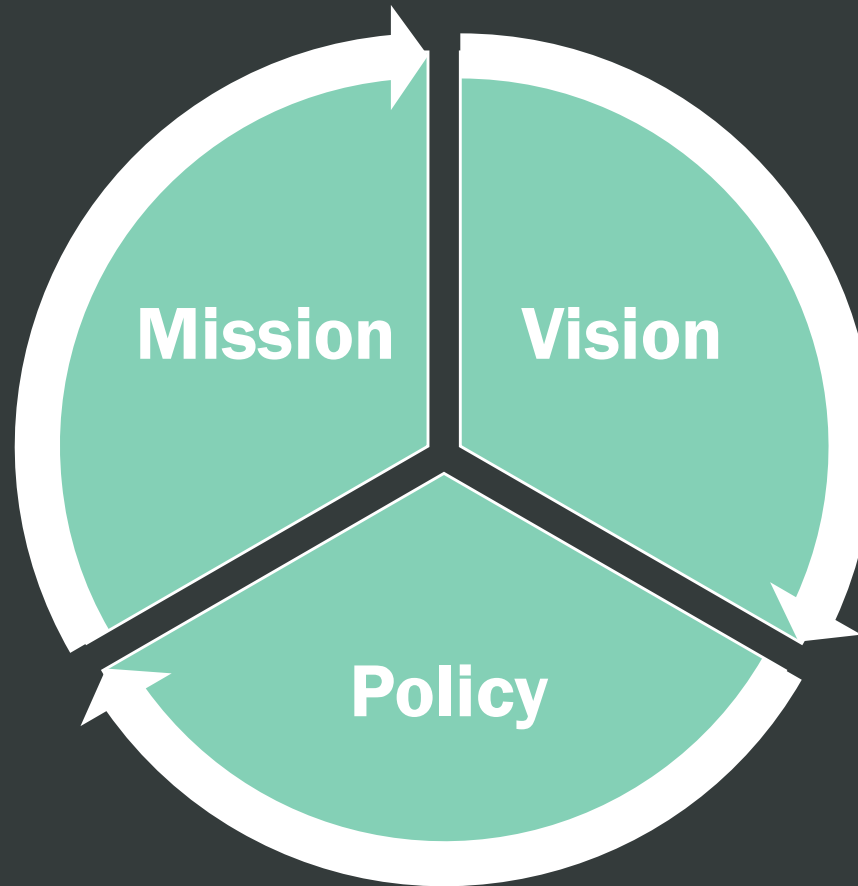
Source - McKinsey Study 05/2022 - Expand diversity among your suppliers—and add value to your organization:  
<https://www.mckinsey.com/business-functions/operations/our-insights/expand-diversity-among-your-suppliers-and-add-value-to-your-organization>

# Supplier Diversity – HOW

## fips Supplier Diversity Methodology

- Foundation
- Performance
- Outreach
- Empowerment

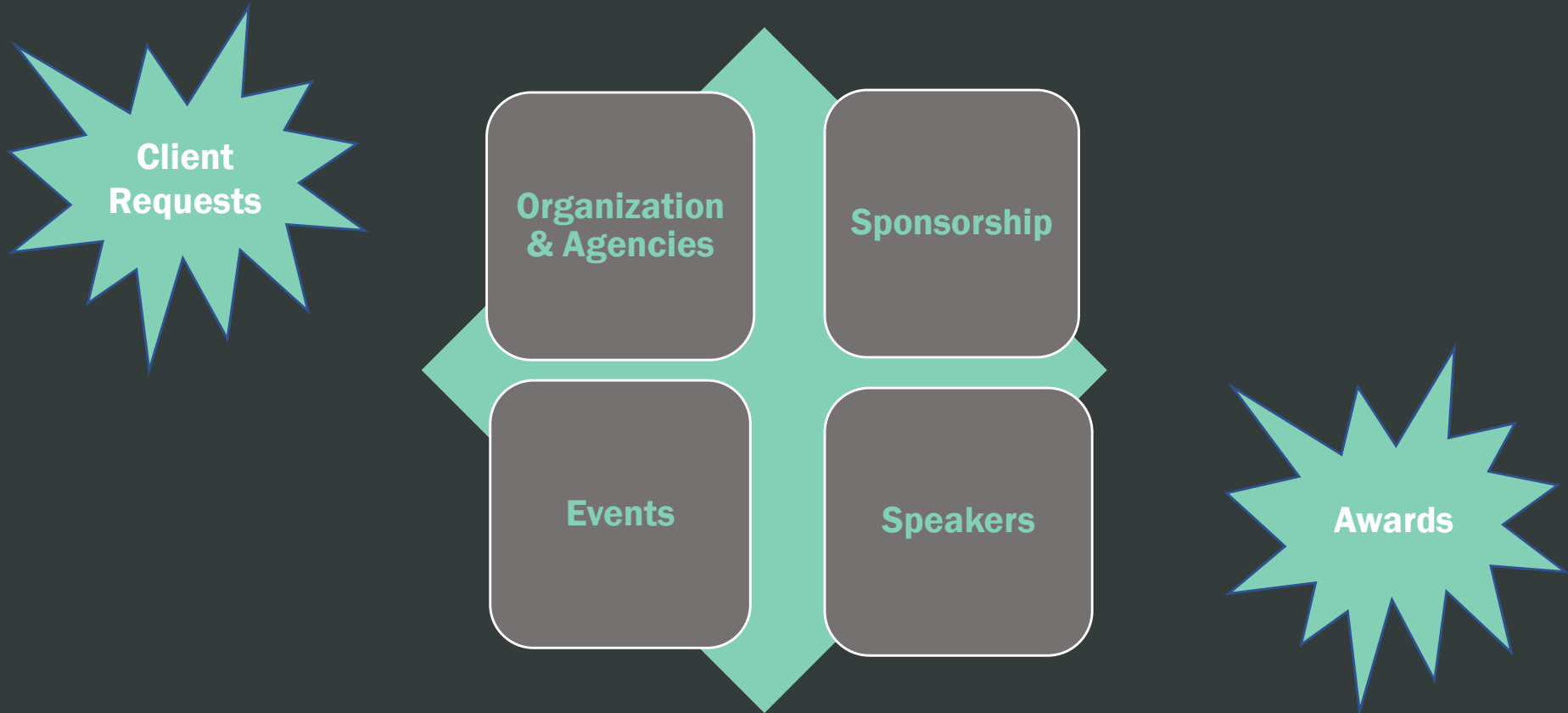
# fips Supplier Diversity Methodology Foundation



# fips Supplier Diversity Methodology Performance



# fips Supplier Diversity Methodology Outreach



**fips Supplier  
Diversity  
Methodology  
Empowerment**

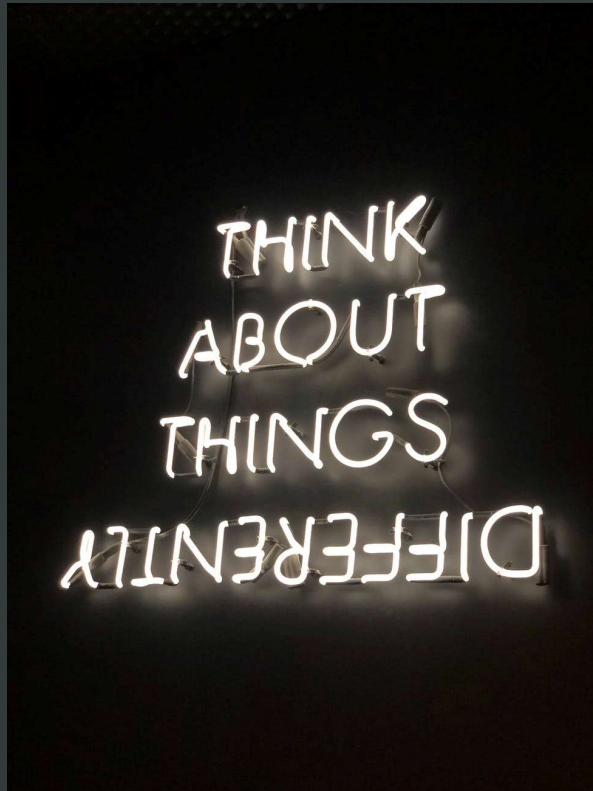
**Training**

**Mentoring**

**Meet the Buyer**



# Supplier Diversity – WHAT NOW?



- **What is the first thing you do after this session?**
- **What is your key take away?**



## Contact details:

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## Upcoming events CCDI

- **Logib Workshops**, Language: FR, [register here](#)  
20 September, 27 September



- **Infoevents «Aiming Higher – Karriereentwicklung für Assistenzärztinnen»**  
Dates and soon also registration [here](#)
- **Swiss Leadership, Inclusion, & Diversity Summit**  
Save the date: 1 – 3 June 2023

All our offers can also be found at [www.ccdi-unisg.ch](http://www.ccdi-unisg.ch) and updates on upcoming events on our [LinkedIn page](#).

## SAVE THE DATE: D&I Week 2023



You will find the slides and further information on our website [www.inclusion-tagung.ch](http://www.inclusion-tagung.ch) in a few weeks.

Note: The sponsors of the D&I Week are in no way responsible for the content presented by the University of St. Gallen.

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