Mona Lau of UBS thinks promoting diversity in the workplace is not a mere PR exercise. She believes that for some companies, it is a matter of survival, and for the individual, it is about being remembered and recognised where you want to be a leader of change.

Beyond the bank and the financial industry, the institution has a broader vision of diversity, aiming to create a more inclusive and diverse work environment. This includes not only gender diversity but also diversity in age, race, ethnicity, and cultural background. The bank believes that having a diverse workforce is essential for innovation and creativity, and it is committed to fostering an environment where everyone can thrive.

UBS is committed to promoting diversity, and its efforts have been recognized globally. For instance, the bank was named one of the “Most Admired Companies” by Fortune magazine in 2020, and it was also listed as a “Top Employer” by LinkedIn in 2020. These recognitions are a testament to UBS’s commitment to diversity and inclusion.

UBS’s Diversity and Inclusion Strategy

UBS’s Diversity and Inclusion Strategy is built on four pillars: Diversity Leadership, Diversity Engagement, Diversity Leadership, and Diversity Engagement.

1. Diversity Leadership
   - Leadership Commitment: The bank’s leadership understands the importance of diversity and inclusion.
   - Diversity Training: The bank provides training to ensure that all employees understand the benefits of diversity and inclusion.

2. Diversity Engagement
   - Employee Resource Groups: The bank has Employee Resource Groups (ERGs) that focus on different demographics.
   - Diversity and Inclusion Program: The bank has a Diversity and Inclusion Program that includes initiatives to promote diversity and inclusion.

3. Diversity Leadership
   - Diversity and Inclusion Council: The bank has a Diversity and Inclusion Council that oversees the implementation of the bank’s Diversity and Inclusion Strategy.
   - Diversity and Inclusion Metrics: The bank measures its progress in terms of diversity and inclusion.

4. Diversity Engagement
   - Diversity and Inclusion Awareness: The bank raises awareness about diversity and inclusion through various channels.
   - Diversity and Inclusion Training: The bank provides training to ensure that all employees understand the benefits of diversity and inclusion.

UBS’s Diversity and Inclusion Strategy is designed to create a more inclusive and diverse work environment, and it has been effective in achieving its goals. The bank has seen a positive impact on employee satisfaction and retention, and it has also seen a positive impact on the bank’s reputation.

The Future of Diversity and Inclusion

The future of diversity and inclusion is bright. The world is becoming more diverse, and companies that embrace diversity and inclusion will be better positioned to succeed. The bank’s Diversity and Inclusion Strategy is a testament to its commitment to diversity and inclusion, and it is an example of how companies can build a more diverse and inclusive work environment.

In conclusion, diversity and inclusion are not just buzzwords; they are essential for the success of any organization. Companies that embrace diversity and inclusion will be better positioned to succeed in today’s global economy. The bank’s Diversity and Inclusion Strategy is a great example of how companies can build a more diverse and inclusive work environment.