

**Women March: Unleashing
the power of diversity**

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In the Middle East
since 1926

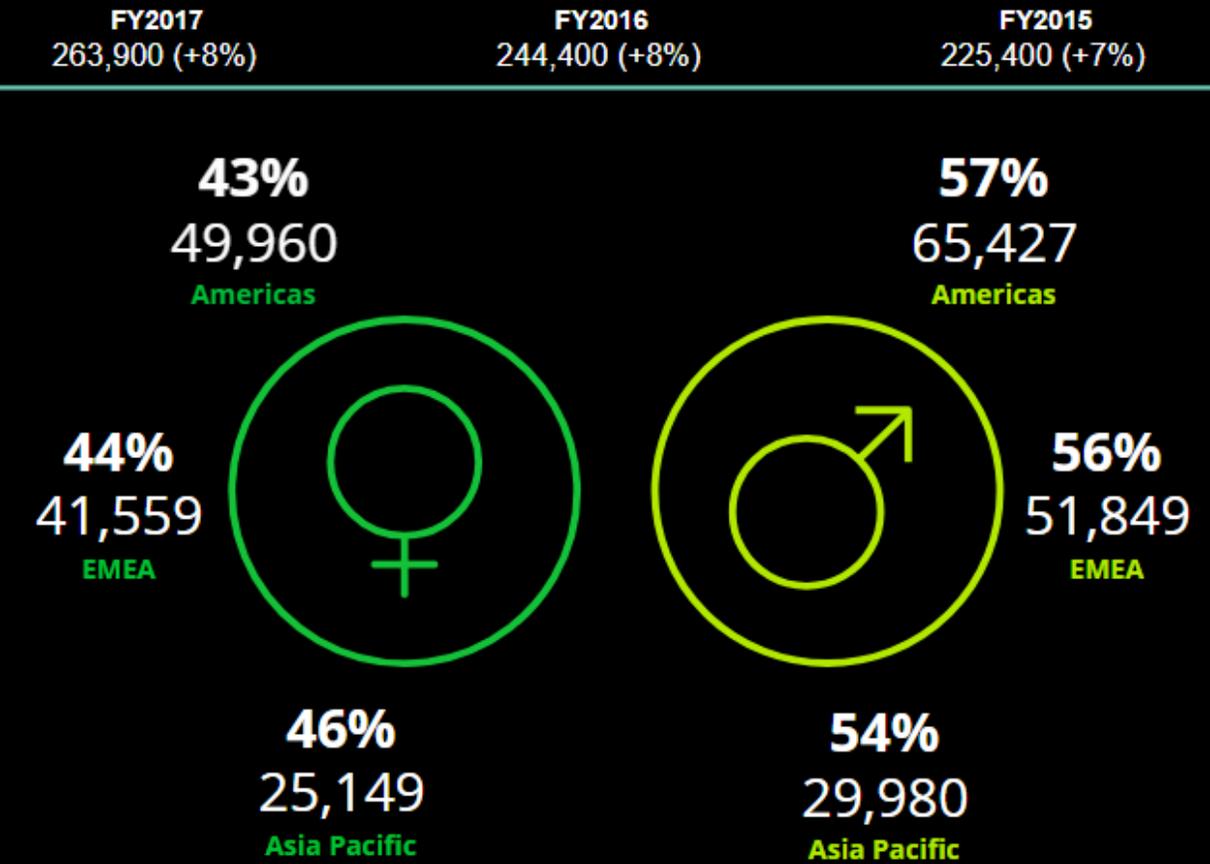
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Global

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Total Headcount



DRAW – Deloitte Middle East Deloitte Retention and Advancement of Women

DRAW program, which falls under the DME Inclusion and Diversity strategy, aims for leaders to take a more proactive role and deliberate targeted actions to improve outcomes for the women within the business and for the success of the firm to deliver significant value to our clients.

DRAW programs

- Mentoring and sponsoring
- Networking & training
- Awareness workshops
- External collaborations
- External advocacy

Tools and enablers

- Policies
- Gender targets & metrics
- Measurement
- Legislative environment

DRAW
Deloitte Retention
and Advancement
of **Women**

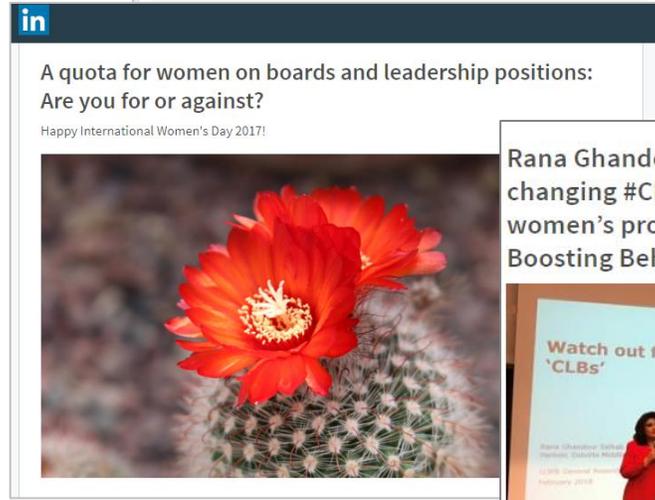
DRAW objectives

- Ensure women are well represented **at all levels** across the Firm
- Admit and promote a proportionate percentage of **women Partners, Directors and Principals**
- Achieve **significant** and **quantifiable improvements** in the retention and advancement of women as a result of appropriate policies and strategies
- Promote more **open communication** around issues of career planning and women advancement
- Be seen as a **champion of women advancement** in Middle East communities

WoMen March

Driving it for the 4th year in a row

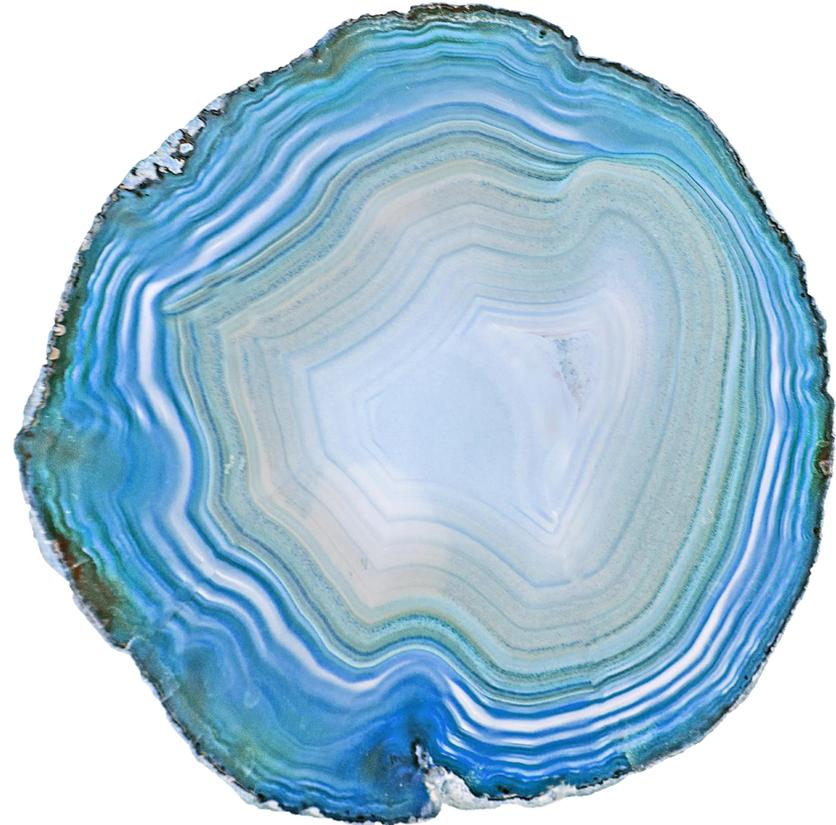
- **8 March International Women's Day** – used as a platform within the Firm to raise awareness on **women empowerment and advancement in the workplace**
- Leverage of the 'WoMen March - Together' program – aim to **engage both men and women** under one umbrella to drive change



Deloitte Middle East Gender Target initiative

Deloitte Middle East introduced gender targets in the Firm to enable the retention and development of women to reach leadership positions

- Increase women representation in leadership roles
- Set targets across five talent management areas: Representation, Recruitment, Promotion, Development and Training, and Retention
- Leadership accountability



Tools

Service lines supported to utilise existing and improved initiatives



Summary

Key takeaways

Commitment from the top: Service line leaders need to buy in to the need to initiatives to retain and develop women to reach leadership positions – cannot be achieved by HR alone

Gender diversity and inclusion to be **part of the DNA** of the business
– long term view on how gender diversity can benefit the organization

Appropriate **training and awareness across all areas** of the firm

Start with recruitment of top talent at junior levels and engage in **continuous development and mentoring**

Active identification of top talent for progression to leadership positions, supported by relevant coaching and training – and create the women role models



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