



**L'inclusione inizia da noi. Una sfida possibile.**

Paola Pernet - HR Manager & Business Partner

Roma, 22 Novembre 2018

**JACOBS**

# I&D is a key element of our Culture of Caring

I&D JOURNEY TIMELINE

## Jacobs Inclusion and Diversity Our Journey

January	March	May	June	July	August	October
Established global I&D council	Unconscious bias eLearning for senior leaders	Jacobs employee networks integration summit	Unconscious bias eLearning for all people leaders	Released leadership I&D commitment and accountability statement	I&D addition to Jacobs core values	Jacobs Inclusion Week
Develop global I&D strategy			Launched I&D space on JacobsConnect		Introduction of Culture of Caring Moments	Conscious inclusion company-wide training

***“Inclusion and Diversity Objectives and Commitment Statement”  
Executive and Senior Leadership Team – 16.07.2018***



## INCLUSION

A key part of our culture is that everyone has the opportunity to bring their whole self to work and is valued for their specific skills, experience and vision.

**“I BELONG TO”**

## DIVERSITY

Includes race, gender, physical abilities, culture differences, lifestyle, age, background, experience, religion, economical and social status, sexual orientation and marital status – resulting in different views, perspectives and ways of working.

**“DIFFERENT THAN ME”**

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# Inclusion Week 2018



During the week of October 15, 2018, Jacobs offices around the world will celebrate **Jacobs Inclusion Week 2018.**

This global event is a **time to celebrate the inclusion and the diversity that makes our organization great.**

It also lends an opportunity for each of us to commit to personal actions that will drive an even more inclusive Jacobs workplace



Day 1  
We are  
Proud



Day 2  
We are  
Inclusive



Day 3  
We are  
Diverse



Day 4  
We ♥ our  
Networks



Day 5  
We are  
Community-Builders

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We Are Jacobs.mp4

*Alcuni di noi sono come l'inchiostro,  
altri come la carta.  
E se non fosse  
per il nero di quelli,  
qualcuno tra noi sarebbe muto;  
e se non fosse per il bianco di questi,  
qualcuno tra noi sarebbe cieco.*

*Se ci fossero due uomini uguali,  
il mondo  
non sarebbe grande abbastanza  
da contenerli.*

*Khalil Gibran*