



Romanian Diversity  
Chamber of Commerce

A vertical column of four solid-colored squares: blue, green, pink, and orange, stacked from top to bottom.

**2023**

# **Activity Report**

December 2023

# About us

The Romanian Diversity Chamber of Commerce (RDCC) is an organization dedicated to promoting diversity and inclusion in the Romanian business community.

By bringing together local and multinational companies, the RDCC collaborates on initiatives that encompass awareness and education projects, development of organizational culture, ED&I trainings, certification and networking activities for the public and private sector, and their employees.

As we engage with a diverse group of stakeholders, including women, LGBTQ+, Roma, disabled individuals, and other minority groups, alongside business leaders, RDCC's vision is to advocate for an equal, diverse and inclusive society for all. Learn more about RDCC at [www.rdcc.ro](http://www.rdcc.ro).

# Message from our President

---

"As we reflect on the remarkable journey of diversity and inclusion within the Romanian business sector over the past years, let us acknowledge the strides we have made and celebrate the mosaic of talents that contribute to our collective success.

As we stand at the threshold of a new year, let our commitment to diversity be unwavering, our actions resolute, and our awareness steadfast. In 2024, let us forge ahead with greater involvement, catalyze meaningful actions, and illuminate the path towards becoming not just successful organisations, but beacons of diversity and inclusion.

Together, we shape a future where every voice is heard, every perspective valued, and every opportunity realized."



**PERRY V. ZIZZI**

President  
of the Romanian Diversity  
Chamber of Commerce

Managing Partner  
DENTONS Romania

# Message from our Vice-President

---

"With great joy, I look back at all the progress we have made in Diversity & Inclusion, and now, we get to celebrate the powerful set of skills and talents that have led to our collective success.

I wish that we will continue to stand together and reach for empathy, tolerance and acceptance. We can create a world in which we can truly thrive, and respect one another unconditionally, no matter our differences. Let us welcome the new year with open hearts and open minds, and learn from our actions every step of the way.

The future is ours to build."



**ESTERA  
ANGHELESCU**

Vice- President  
of the Romanian Diversity  
Chamber of Commerce

Director of Recruiting &  
Employer Branding  
KAUFLAND Romania &  
Moldova

# Our MEMBERS

## Founding Corporate Members



## Corporate Members



## SME Members



## NGO Members



## Entrepreneurs



## Honorary Members



## Strategic Partners



# Our Board

The RDCC is governed by a Board of Directors representing Diversity and Inclusion business leaders in Romania.

**Perry V. ZIZZI | RDCC President**

Managing Partner, DENTONS Law Firm

**Estera ANGHELESCU | RDCC Vice-president**

Recruiting and Employer Branding Director,  
KAUFLAND Romania & Moldova

**Alina RUS | RDCC Treasurer**

Chief Financial Officer, RAIFFEISEN BANK

**Serge OFFERS | RDCC Board Member**

Deputy CEO and Head of Business Banking,  
ING Bank Romania

**Toni IAFRATE | RDCC Board Member**

Chief Communications Officer, UiPATH

**Aurelia LUCA | RDCC Board Member**

Executive Vice President Operations Hungary and  
Romania, Skanska Commercial Development Europe

**Lestat MONROE | RDCC Founder & Board Member**

Vice-president, “Orasul meu, Culorile Mele” NGO

**Petru DULGHERU | RDCC Board Member**

Executive Director, REDI Network

# Mission and Goals

RDCC's mission is to economically enfranchise women, LGBTQ+, persons of different ethnicities, persons with disabilities and other disadvantaged groups by developing business skills, contacts and opportunities within the framework of diversity in partnership with like-minded organizations.

## 01. ACHIEVE

a high level of public recognition, involvement and engagement in promoting diversity in business.

## 02. SUPPORT

and help develop economic activity by and between local diverse businesses and international corporations.

## 03. PROVIDE

our members key development tools like networking and knowledge sharing.

## 04. ADVOCATE

for an improved eco-system for diversity and allied businesses in Romania, including diversity-friendly legislation.

## 05. STRATEGIZE

with corporate partners, other business organizations and the community at-large to strengthen opportunities for businesses from the diversity community.

## 06. OFFER

to members education regarding diversity and inclusion.

## 07. PROMOTE

marketing platforms for diversity and allied businesses.

## 08. PROVIDE

ccess to our exclusive Business Enterprise Supplier Diversity certification to help diversity and allied businesses gain procurement opportunities with large corporations.

## 09. SHARE

News and information essential to the success of diversity and allied businesses.

# Flagship Events



## **Bringing Roma Voices to the European Capital of Culture Timisoara 2023** **22 - 23 April | Timișoara**

RDCC partnered up with the European Roma Institute for Arts and Culture (ERIAC) and joined “Timisoara 2023–European Capital of Culture” with an ambitious vision for the inclusion of Roma people and their culture in order to diversify and strengthen the program of the European Capital of Culture and to use Romani contributions to further leverage Timisoara’s role as the European Capital of Culture. The program combined visual arts, music performances, and discursive events, presenting a program boosting true, unadulterated talent, and the true spirit of Roma music, featuring Gipsy Groove (Kosovo) and Mahala Rai Banda (Romania).

Each day, the event gathered more than 5000 participants in the main square of Timișoara.



## **ED&I in Eastern Europe Conference 2023** **9 May 2023 | InterContinental Athenee Palace, Bucharest**

The half-day event, organised in collaboration with the British–Romanian Chamber of Commerce, aimed at connecting senior diversity, equity and inclusion leaders from across the region to share best practices, insights and solutions for advancing ED&I in the workplace and beyond.

The Conference had 16 top speakers, 2 Ambassadors in the Opening and more than 120 guests in the audience.



# Flagship Events



## **Gender Equal Investment Funds Conference 2023**

**6 June 2023 | Marmorosch Hotel, Bucharest**

RDCC organised the first event dedicated to investments and gender equality in Romania.

The conference brought up topics such as gender equality and investments in Central and Eastern Europe, challenges and opportunities for women in investment funds in Central and Eastern Europe, strategies for achieving gender diversity in investment funds, and will present several case studies of successful women-led investment funds in the region.

The event gathered 17 top speakers and 70 guests in the audience.



## **Romanian Accessibility Awareness Day (RAAD)**

**19 September 2023 | Marmorosch Hotel, Bucharest**

RAAD Conference 2023 aimed to provide a platform for dialogue and action, committed to promote inclusivity and accessibility within the Romanian business landscape.

In a significant stride towards fostering a broader international collaboration, this year's conference was co-organised with AccessibleEU Centre, an initiative by the European Commission that focuses on providing resources in key areas such as environment, transport, information, communication technologies, and policies.

By ensuring the equal participation of persons with disabilities across all aspects of life, this partnership added an European dimension to the conference's mission.

The event gathered 18 top speakers and the Israeli Ambassador, doing the Opening Remarks, with around 70 guests in the audience.

**RDCC**

**ACTIVITY REPORT 2023**

# Flagship Events

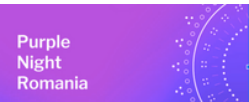


## **Inclusive Recruitment Conference**

**3 October 2023 | Marmorosch Hotel, Bucharest**

For the first time in Romania, the Romanian Diversity Chamber of Commerce organised the Inclusive Recruitment Conference, uniting professionals in diversity, inclusion, HR and talent. Attendees had the opportunity to take part in engaging panel discussions that revealed key topics such as building inclusive and transparent recruitment policies, bias reduction, accessible hiring processes, creating a culture of inclusion, and future trends in recruitment.

The event gathered 23 top speakers and almost 100 guests in the audience.



## **Purple Night Romania**

**3 December 2023 | illumination campaign**

At the 4th edition of Purple Night campaign, a total number of 77 participants (68 private companies & NGOs, 3 embassies and 6 city halls) lit in purple 89 buildings and public spaces across the country; several participants took other actions to mark this celebration like wearing purple attire, purple bracelets, decorating the offices and shops in purple or even changing the company's logo to purple, to mark the International Day of Persons with Disabilities.

**#PurpleNightRomania** is a call to action developed by the Romanian Diversity Chamber of Commerce each year, on the day of December 3rd, in order to send a strong message of support and awareness for the inclusion of almost 1 million persons with disabilities living in Romania.

# Activities and initiatives

- **ED&I Knowledge Center launch:** officially, RDCC opened the doors of its ED&I Knowledge Center, announced made at the ED&I in Eastern Europe Conference in May 2023. RDCC has put together a team of 6 specialised ED&I trainers (3 from SNSPA University, 1 State Secretary from CNCD and 2 experts from the blind community), all conducted by Liliana Popescu, the Director of the Romanian Diplomatic Institute;
- **1st ED&I workshop delivered:** for HPE, March 2023
- **Task Force round tables:** 2 rounds Task Forces on Disability, Ethnicity, Gender Equality and LGBTQ+ were organised in 2023. The first session was dedicated to finalising the indicators for the Certification Program, together with the RDCC members; the second set of meetings aimed at presenting the new ED&I Guide for SMEs that RDCC is developing together with its members, showcasing best practices for the following pillars: disability, gender equality, LGBT, age diversity and cultural diversity. The Guide is set to be launched in the 1st half 2024;
- Internal meetings for the **preparation of the new Real Estate Task Force**, with Skanska having the lead on the topic: the purpose of this new TF is to align all big players in the Romanian real estates landscape and discuss the challenges and opportunities for becoming more accessible for vulnerable population;
- **Certification program:** the ED&I Certification program has been officially launched, with Telios as the first pilot organisation to receive the Certification;
- Continues conversations among EIB, EBRD and commercial banks to **improve bank finance to businesses owned or controlled by women** and **to organise the 2nd Gender equal Financing Conference 2024;**

# Activities and initiatives

- **Writing 2 projects for EU financing 2024 - 2026**, together with IPP (Institute for Public Policies), REDI, Accept and Asociatia Municipiilor din Romania; \*the final results have not been communicated until the development of the current report;
- **Collaboration with the Clinique Juridique** (developed by Bucharest Law School and Sorbonne Law School) and Dentons in providing legal support to minority entrepreneurs and SMEs;
- **Collaboration with United Way**: for the 18 Unrevoked project, where RDCC gathered several HR experts among its members to informally discuss with 30 young adults that are coming out from the social system about the importance of having a job, how to present to an interview and how to write a CV;
- **Organisation of “Advancing LGBT+ Rights in Romania and the Role of Multi-Nationals” roundtable**, in collaboration with Stonewall UK, on 25th Sept at Dentons, Bucharest. The main purpose of the meeting was to discuss the current challenges that the LGBT+ community is facing in Romania. aprox. 20 guests in person and 10 online;
- **Participation in the inter-embassy working group for LGBT+ issues** (second meeting hosted by the Spanish Embassy);
- Continuous **development of the ED&I Online Library** - with the support of our members and partners, who sent us relevant reports, studies and policies in ED&I that they’ve developed;
- **ED&I interview series** - new members have received a series of questions about their company, their work and involvement in ED&I related topics; the interviews will be featured on RDCC website & social media pages;

# Activities and initiatives

- **Development of the Inklusive App** - in collaboration with Accenture Romania, dedicated to the LGBT community on where to find lifestyle, medical, legal information and friendly service providers;
- Active **awareness and communication** on different topics of interest in the field of ED&I, on social media, in the national press and via RDCC's newsletter channel;
- **New members recruited**: Skanska, DB Cargo, Philip Morris International, Molson Coors, Public Affairs Solutions, NESsT, Accessible Ro by Sano Touring and Martyn Birchall as an entrepreneur;
- **New MoUs signed**: with BRCC (British-Romanian Chamber of Commerce) and CBEX (the Canadian Business Exchange Association);
- **New partnerships**: with ERIAC, AccessibleEU and WeMaster.

# Events participation & speaking

Participation to roundtables, events, conferences and exhibitions, in order to promote RDCC's mission and activities:

- “Instrumente pentru accesul egal al romilor pe piața muncii”, online event, 28 March, organised by REDI and Increasing Effective and Equal Access to Quality and Sustainable Employment (speaker: Lestat Monroe)
- “Weaving Roma Culture into the Fabric of Sustainable Development”, Timișoara, 22 April, organised by ERIAC in partnership with RDCC, Roma Moma and Timișoara 2023 European Capital of Culture (speaker: Lestat Monroe)
- NRCC CEO Dinner, 28 September 2023 – Estera Anghelescu, VP of RDCC and Ștefan Sfeatcu (both from Kaufland) represented RDCC
- 20th anniversary of Special Olympics Romania, Bucharest, 6 Nov (participant: Lestat Monroe)
- “LGBTQ+ Equality in the Workplace” online session, 19 Oct, organised by Ambasada Sustenabilității within their Sustainability School (speaker: Lestat Monroe)
- “Back 2 Business” event, Bucharest, 7 Nov, organised by Dynamic Connections – an exhibition of 15 Chambers of Commerce in Romania, where RDCC had a stand and promoted its mission, principles and activities to almost 400 visitors
- “Accessible Tourism: a cross-sector dialogue for inclusion”, Bucharest, 14 Nov, organised by Accessible EU Romania in partnership with RDCC (speaker: Lestat Monroe)

# Events participation & speaking

- “Antreprenoriat și Economie Socială” online workshop, 21 Nov, organised by REDI and co-funded by the EU (speaker: Andreea Bereczki)
- “Nominalizează o Femeie Extraordinară” event, Bucharest, 24 Nov, organised by Solidarity and Equality Association, Tudor Communication and the Embassy of Sweden in Bucharest (participant: Lestat Monroe)
- “Timișoara Culturală” International Conference, 4 Dec, organised by Timișoara City Hall and Accessible EU – Andreea attended this event, which marked the closing project of Timișoara Cultural Capital of Europe 2023.

# Next Steps

At the Romanian Diversity Chamber of Commerce, we are constantly working on developing projects and initiatives, together with our members, partners and allies, in order to address the challenges of disadvantaged communities and generate societal change in terms of:

- **EQUALITY** - ensures that every individual has equal opportunities, regardless of their background, identity or experience;
- **DIVERSITY** - recognises that, though people have things in common with each other, they are also different in many ways;
- **INCLUSION** - where those differences are seen as a benefit, and where perspectives and differences are shared, leading to better decisions.

## 01. ACTION

- Provide knowledge to our stakeholders and any interested party with our suite of ED&I Trainings, Workshops, Needs Assessments and ED&I Strategy Development;
- Provide assistance for Members on employment of persons with disabilities, by our Disability Officer;
- Empower our Members and Partners with the right tools to become more ED&I friendly;
- Continue the pilot project on providing an ED&I certification to Telios - a telemedicine company based in Romania;
- Attracting EU financing through collaborative projects submitted to EC and other related organisms providing funds for ED&I implementation.

## 02. COMMITMENT

- Open the doors of the Chamber to entrepreneurs & SMEs organisations, to become part of our exclusive business hub;
- Engage our Members and Partners in exclusive events and conferences on the most important ED&I pillars: gender equality, disability, cultural diversity, LGBTQ+ and age diversity.

## 03. AWARENESS

- Constant awareness and communication campaigns developed by RDCC on ED&I topics, resources, solutions and programs.



# Acknowledgements

The **Romanian Diversity Chamber of Commerce** is warmly thanking all members, partners and ED&I allies for contributing to another year of great success in developing and delivering knowledge and generating change in the fields of Equality, Diversity and Inclusion in Romania.

We are inviting all parties to continue to achieve greatness in 2024 and help spread our mission, in order to attract more involvement and engagement from the Romanian business society, public and non-profit sectors.

**We express our gratitude for your ongoing support in our endeavors to incorporate ED&I within the business sector and society at large!**

*The greater the diversity, the greater the perfection!*

## Contact

Romanian  
Diversity  
Chamber of  
Commerce

[www.rdcc.ro](http://www.rdcc.ro)  
[andreea@rdcc.ro](mailto:andreea@rdcc.ro) | 0754048777  
[lestat@rdcc.ro](mailto:lestat@rdcc.ro) | 0741096542  
[matei@rdcc.ro](mailto:matei@rdcc.ro)