



Romanian Diversity
Chamber of Commerce

2024

Activity Report

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.

Message from our President

"Dear Stakeholders,

*Looking back on 2024,
I am confident to say this was RDCC's
best year yet!*

*I am proud that our organization has
been able to successfully inaugurate the
largest event on accessibility in Romania,
alongside the strong and resilient
members of the disability community.*

*We are equally grateful to count among
our new members the many businesses
that have decided to join the Chamber
this year. It means that our efforts in
promoting Equity, Diversity & Inclusion
aren't going unnoticed and that we can
form a strong community of
businesspersons who share the same
ideals and are interested in creating
value - and promoting values - together.*

*Finally, it is especially important to stay
focused, be persistent and remain united
during the challenging and uncertain
times ahead, as new leaders take power
in Romania and elsewhere around the
world. The RDCC will continue to be a
beacon of inspiration and a source of
best practices in 2025 regardless of the
background noise generated by political
opportunism."*



PERRY V. ZIZZI

President

of the Romanian Diversity
Chamber of Commerce

Managing Partner
DENTONS Romania

Message from our Vice-President

"As Vice President of the Romanian Diversity Chamber of Commerce, I am deeply proud of the milestones we achieved in 2024.

This year, the RDCC stood at the forefront of transforming the Romanian business landscape by championing equity, diversity, and inclusion. From the successful launch of the inaugural AccessABILITY Expo to empowering diverse talent through the ED&I Job Fair, we have proven that inclusivity is not just a moral imperative but a driver of innovation and growth.

These initiatives have inspired private sector leaders to embrace diverse perspectives, paving the way for a more equitable and prosperous business ecosystem. Together, we are building a future where every voice counts, and every individual has the opportunity to thrive."



**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



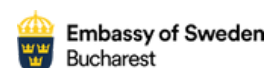
NGO Members



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

Eleni SKOURA | RDCC Board Member

Executive Board Member and Head of
Retail Banking, ING Bank Romania

Andreea BACIU | RDCC Board Member

Chief Culture 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.



AccessABILITYEXPO

27-29 September 2024 |

The National Library of Romania

The Romanian Diversity Chamber of Commerce is proud of the inaugural edition of the AccessABILITY Expo, a landmark event set to redefine the landscape of disability inclusivity in Romania.

Being the most ambitious initiative of our organisation yet, the event marked the first occasion where all stakeholders within the disability community met, created a dynamic platform for collaboration, dialogue and progress. AccessABILITY is a catalyst for change, fostering a culture of accessibility and empowerment for the business environment and society as a whole.

This edition in numbers

20

Speakers

50

Stands

5,000

Daily attendees

The three day event featured a series of flagship activities, conferences and workshops focused on employment opportunities, accessibility and urbanism, well-being & health, as well as tech & development



AccessABILITYEXPO

27-29 September 2024 |

The National Library of Romania



Romanian Accessibility Awareness Day (RAAD)

27 September 2024 | The National Library of Romania, Bucharest

This 3rd edition of the annual Romanian Accessibility Awareness Day became part of the AccessABILITY Expo. The purpose of RAAD 2024 was to foster discussions, ideas and knowledge exchange about workplace accessibility and inclusion for almost 1 million people with visible and invisible disabilities in Romania. The lineup of 12 speakers included experts from Kaufland, Accessi+, Consiliul National al Dizabilitatii, DHL Express, Google, HPE, Jobful & many others.



The ED&I Job Fair

27-29 September 2024 | The National Library of Romania, Bucharest

The EDI Job Fair, the first of its kind in Romania, was held over three days at the National Library of Romania in Bucharest. This event, co-organised with the Head Hunting Agency, aims to bridge the gap between inclusive employers and a diverse, talented pool of job seekers. As a key component of the AccessABILITY Expo, the job fair was dedicated to creating employment opportunities for individuals of all abilities.



AccessABILITYEXPO

27-29 September 2024 |

The National Library of Romania



The Well-being Convention

28-29 September 2024 | The National Library of Romania, Bucharest

The Well-being Convention offered visitors at the AccessABILITY EXPO a unique experience, co-organised with our exclusive fitness partners from Fit4Future. Fitness enthusiasts and Romania's most inspiring instructors came together for an epic event featuring great energy, and powerfull movement at one of the country's biggest well-being events.



ALT Portraits at the AccessABILITY Expo

27-29 September 2024 | The National Library of Romania, Bucharest

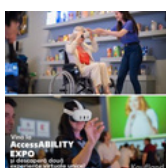
The ALT Portraits/Alternative Portraits exhibition offered a unique space where art intersected with accessibility, aiming to reshape perspectives on diversity and inclusion. This event brought to light the powerful stories and emotions of 15 colleagues from Kaufland Romania through visually compelling portraits accompanied by alternative text.



AccessABILITYEXPO

27-29 September 2024 |

The National Library of Romania



Mina Museum at the AccessABILITY Expo

27 -29 September 2024 | The National Library of Romania, Bucharest

The exhibiton was held over the three days of the AccessABILITY Expo and brought two experiences to the event:

- the wheelchair experience (based on VR)
- the sign language experience (also based on VR)



The Human Library at the AccessABILITY Expo

27-29 September 2024 | The National Library of Romania, Bucharest

The Human Library offered the reassuring experience for visitors of the AccessABILITY Expo to engage in personal dialogues with human book who face societal stereotypes and prejudices.



Workshop 1 by Irina Crocker & Silvia Stelea: Seeing is not Always Believing

27 September | The National Library of Romania, Bucharest

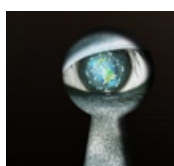
The **Seeing is not Always Believing** workshop encouraged participants to step out of their comfort zones by engaging in exercises led by Irina Crocker and Silvia Stelea, two blind trainers. Participants were guided to rely on their senses, trust others and explore the concept of diversity and inclusion in a deeply personal way



AccessABILITYEXPO

27-29 September 2024 |

The National Library of Romania



Workshop 2 by Silvia Stelea & Irina Crocker : Beyond Sight : Constructive Visions

28 September 2024 | The National Library of Romania, Bucharest

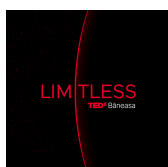
Building on the foundation laid in Seeing is not Always Believing, the Beyond Sight: Constructive Visions workshop, led by Irina Crocker and Silvia Stelea, delved deeper in the societal perceptions of disability and the value of volunteering. Participants engaged in debates that challenged their biases and expanded their understanding of inclusivity



Inspirational Talk Series

28 September 2024 | The National Library of Romania, Bucharest

The Inspiration Talks series is a unique event format designed to bring together thought leaders, advocates and professionals to discuss critical issues related to accessibility and inclusion in the workplace.



TedXBaneasa Limitless

28 September | The National Library of Romania, Bucharest

We were the proud co-hosts of the TedxBaneasa Limitless talk which took place within the AccessABILITY Expo and had speakers delivering inspiration speeches throughout the entire second day of the event.

RDCC

ACTIVITY REPORT 2024

Flagship Events



ED&I in Eastern Europe Conference 2024

9 May 2024 | InterContinental Athenae Palace, Bucharest

The ED&I in Eastern Europe Conference which was at its 3rd edition in 2024 had an impressive lineup of 20 speakers from Romania and abroad, 2 Ambassadors in the Opening and more than 150 guests in the audience. It is the second biggest flagship event run by the RDCC. The half-day event aimed at connecting senior diversity, equity and inclusion leader from across the region to share best practices, insights and solutions for advancing ED&I in the workplace and beyond.



Gender Equal Financing Conference 2024

11 June 2024 | Marmorosch Hotel, Bucharest

RDCC organised the 2nd edition of this event dedicated to investments and gender equality in Romania. The conference gathered 12 top speakers and 100 people in the audience around the topic of reversing gender inequality gains. This year, the event also featured a working group powered by EBRD, BCR, ING & Raiffeisen where female entrepreneurs brainstormed about the challenges and opportunities for women in investment funds in Central and Eastern Europe, as well as strategies for achieving gender diversity in investment funds. The working group is part of a larger initiative of the RDCC that aims to conduct a report at a national level about the level of access that women entrepreneurs have in terms of obtaining financing.

Flagship Events



LGBTQ+ @ Work Conference 2024

25 June 2024 | The French Institute, Bucharest

This year's 3rd edition of the LGBTQ+ @ Work Conference marked the launch of the InKlusive App. The application is a joint initiative developed by Accenture together with the Romanian Diversity Chamber of Commerce (RDCC). InKlusive offers a nationwide platform featuring a database of healthcare and legal professionals, alongside job listings from ED&I leader employers that aim to combat the problem of LGBTQ+ discrimination. At the same time, we teamed up with organisations such as Open For Business, NESsT Violet Fund, UNHCR and Stonewall to discuss strategies on how to attract new talents from the community and enhance inclusivity.



Innovating Real Estate and Construction: Trends and Inclusiveness 2024

5 November 2024 | Marmorosch Hotel, Bucharest

The Romanian Diversity Chamber of Commerce, in partnership with the British Romanian Chamber of Commerce was proud to organise the first edition of this event which is part of our Real Estate Task Force Initiative. The event brought together 20 industry leaders, legal experts and design professional to explore key aspects of the real estate and construction sectors.

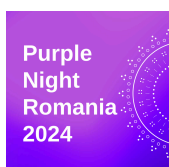
Flagship Events



Age Inclusive Workplace Conference 2024

26 November 2024 | Marmorosch Hotel, Bucharest

For the first time in Romania, our Age Inclusive Workplace Conference brought together professionals specialising in Diversity & Inclusion, HR and talent management. The 12 distinguished speakers that were part of the thought-provoking three panels of discussion were from companies such as BRD, Lenovo, OMV, Philip Morris.



Purple Night Romania

3 December 2024 | illumination campaign

At the 5th edition of the Purple Night campaign, a total of 124 institutions lit in purple several 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.



Breakfast Talks by RDCC

The Breakfast Talk Series is a new initiative dedicated to RDCC Members & Partners only. It aims to increase the engagement in our community by regrouping member around several topics in distinct Task Forces

Real Estate and Accessibility

2 February 2024 | The Mark Office Building, Bucharest

The RDCC and the European Commission's #AccessibleEU National Expert were thrilled to launch the exciting new initiative: the Real Estate and Accessibility Breakfast Talk. An exclusive talk which aimed to address the most pressing challenges in increasing accessibility strategies in the real estate industry.

RDCC & UNHCR : Accelerating Business Growth with Refugee Talent in Romania

20 March 2024 | The Mark Office Building, Bucharest

Part of the Breakfast Talk Series, Accelerating Business Growth with Refugee Talent in Romania was a meeting in collaboration with UNHCR based on discussion between business decision-makers regarding the implementation and improvement of their policies. The topics included: the business-driven benefits of employing refugees, strategies of work integration from the business acquirer perspective and benefits & risks of refugee talent in Romania



Breakfast Talks by RDCC

2024 Political and Economic Perspectives for Businesses

27 March 2024 | The Mark Office Building, Bucharest

The RDCC and Public Affairs Solutions were thrilled to host an exciting talk exclusively available to RDCC Members and Partners about the D&I perspectives in an important electoral year. The seminar encompassed both domestic and global viewpoints, providing insights into the mechanics of public institutions, shifts in policy, and economic developments that may impact businesses in Romania.

The role of AI in Diversity and Inclusion

17 April 2024 | The Mark Office Building, Bucharest

As Artificial Intelligence (AI) is becoming a major catalyst in driving the next revolution, the Romanian Diversity Chamber of Commerce felt the need to discuss the ways on how technology has the power to minimise unconscious biases in hiring processes, promotions, performance appraisal, employee retention and talent management.



Breakfast Talks by RDCC

2024 Presidential Elections Debrief

17 December 2024 | Online

The RDCC and Public Affairs Solutions ended the year by delving into the results and implications of the Presidential Elections in the United States and their potential impact on Romania and the global stage. Jim Hodges, President & Ceo of McGuireWoods Consulting and former Governor of South Carolina together with Codrin Scutaru, CEO Public Affairs Solutions provided a nuanced analysis of the elections' impact on both sides of the Atlantic.

Activities and initiatives

- **Official Launch of the InKlusive App** – in collaboration with Accenture Romania, the pilot of the InKlusive App is dedicated to the LGBT community and provides information on where members can find lifestyle, medical, legal information and friendly service providers;
- **The Inaugural Edition of the AccessAbility Expo 2024** – a sister event of similar initiatives taking place in the UK and Germany, the AccessAbility Expo united for the first time in Romania all partners and direct beneficiaries of the local disabled community to increase the discussions around accessibility strategies locally;
- **EU Accessibility Act 2025** – Commitment to conducting awareness campaigns regarding the need of institutions, companies and other entities to comply with the new regulations in terms of digital optimisation and physical changes to buildings imposed by the EU Accessibility Act 2025;
- **Breakfast Talks & Task Force round tables** – The launch of a new Task Force event on Real Estate, as well as 3 breakfast talks on Refugees, Political and Economic perspectives and Artificial Intelligence were organised in 2024;
- **Certification program** – with the ED&I Certification program's official launch in 2023, Telios was the first pilot organisation to receive the Certification and is now a Bronze member. The RDCC is currently working on offering the certification service as a product on the market;
- **Bank Forum** – The continuous conversations among EIB, EBRD and commercial banks led to the hosting of the first women oriented bank forum part of 2nd Gender equal Financing Conference 2024. The goal was to try and identify what specific bank products women entrepreneurs need in Romania and to implement other best practices from offices worldwide;

Activities and initiatives

- **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; Starting with 2024, in a **collaborative effort with UNHCR**, the Romanian Diversity Chamber of Commerce is offering free legal advice for refugees to ensure that they can effectively exercise their rights in Romania
- **ED&I Knowledge Center**: 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
- **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;
- **New Diversity Chamber of Commerce branches** - together with trusted partners of the Romanian Diversity Chamber of Commerce from Warsaw and Rome, discussions to open two new sister chambers in Poland and Italy began in 2024
- **Purple Night Romania 2024** - now organised at its fifth edition, the Romanian Diversity Chamber of Commerce gathered 110 buildings nationally in making a visible statement of support for the community of people with disabilities. For the first time since its creation, Purple Night Romania 2024 also had a building outside of Romania part of this initiative in Hungary

Activities and initiatives

- 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**: Accessi +, Banca Transilvania, Beiersdorf, BRD Groupe Societe Generale, CPI Romania, NN Insurance
- **New MoUs signed**: with UNHCR (United Nations High Commissioner for Refugees).

Events participation & speaking

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

- **Smart cities and urban innovation - Integrating travel and sustainability**, event, 14 November 2024, organised by the British Romanian Chamber of Commerce (panelist: Lestat Monroe), Iasi, Romania
- **Renania Online Academy**, online event, 15-17 October 2024, organised by Renania, (speaker: Lestat Monroe)
- **Bringing Funding Closer to Women-Led Businesses**, event, 10 October 2024, organised by Elite Business Women, (speaker: Lestat Monroe), Bucharest, Romania
- **Advocacy with Empathy: Building Equitable Legal Communities**, event, 1 August 2024, organised by Dentons, (sole presenter: Lestat Monroe), Bucharest, Romania
- **Inclusive Tech: How do we make jobs accesible for people with disabilities?** event, 11 July 2024, organised by Google (panelist: Lestat Monroe), Bucharest, Romania
- **Transnational Meeting in the context of the Tech Diveristy project**, event, 12 June 2024, organised by Urbact, (panelist: Lestat Monroe), Bucharest, Romania
- **Diversity and Inclusion in Romania: Bridging the Gap and Ensuring Coverage**, event, 7 June 2024, organised by CPCU at its Europe Summer Meeting, (panelist: Lestat Monroe), Bucharest, Romania
- **TechDiversity: Diversity and Inclusion in Knowledge-based Digital and Tech Ecosystems**, event, 30 May 2024 (panelist: Lestat Monroe), Bucharest, Romania

Events participation & speaking

- **Report on Legal Gender Recognition in Romania**, event, 8 May 2024, organised by the World Bank, (panelist: Lestat Monroe), Bucharest, Romania
- **Sports of Social Change (SSC) Program**, roundtable discussion, 16 April 2024, organised by the U.S. Department of State, (participant: Lestat Monroe), Bucharest Romania
- **WomenRISE**, event, 12 April 2024, organised by Dynamic Business Connections, (keynote speaker: Lestat Monroe), Bucharest, Romania
- **TechDiversity: Diversity and Inclusion in Knowledge-based Digital and Tech Ecosystems**, event, 3 April 2024, (panelist: Lestat Monroe), Bucharest, Romania
- **Working group podcast**, online event, 22 March 2024, organised by She is MOM (participant: Lestat Monroe)
- **InnovX European Program**, online event, 22 March 2024 (jury member: Lestat Monroe)

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:

- **EQUITY** - 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 2025 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

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Diversity
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