



**Romanian Diversity  
Chamber of Commerce**

**REPORT**  
December 2021

# OUR PARTNERS

## Founding Corporate Partners



## Corporate Partners



## Non-Profit Community Partners



## SME Partners



## Honorific Partners



## Strategic Partners



# OUR BOARD & TEAM

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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
- **Serge OFFERS** | RDCC Vice-president  
Deputy CEO and Head of Business Banking ING Bank Romania
- **Adrian NICOLAESCU** | RDCC Treasurer  
VP Brand Marketing, Communication, Sustainability & eCommerce at MEGA IMAGE  
AHOLD DELHAIZE GROUP
- **Corina VASILE** | RDCC Board Member  
Communications and PR Director at RAIFFEISEN BANK
- **Lestat MONROE** | RDCC Founder & Board Member  
Vice-president “Orasul meu, Culorile Mele” NGO
- **Petru DULGHERU** | RDCC Board Member  
Executive Director of REDI Network

## Our Office

- **Andreea BERECKZI** | RDCC Membership and Communications Manager

# WHO WE ARE

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**The Romanian Diversity Chamber of Commerce (RDCC)** is a non-profit organization that promotes the principles of diversity and inclusion in the Romanian business community and supports the development of the Romanian economy through implementation of greater diversity and inclusion.

We support the growth of our members' businesses.

As such, we are a forum for activities that bring together a diverse group of stakeholders, including women, LGBTQ+, persons of different ethnicities, persons with disabilities and other disadvantaged groups and community and business leaders.

**Our vision** is to create a business organization that promotes professional development opportunities, community resources and networking events, while at the same time offers a certification program useful to multinational businesses that wish to ensure the diversity of their business partners.



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# MISSION & 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.



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



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



To **PROVIDE** our members key development tools like networking and knowledge sharing.



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



To **SHARE** news and information essential to the success of diversity and allied businesses.



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



To **OFFER** to members education regarding diversity and inclusion.



To **PROMOTE** marketing platforms for diversity and allied businesses.

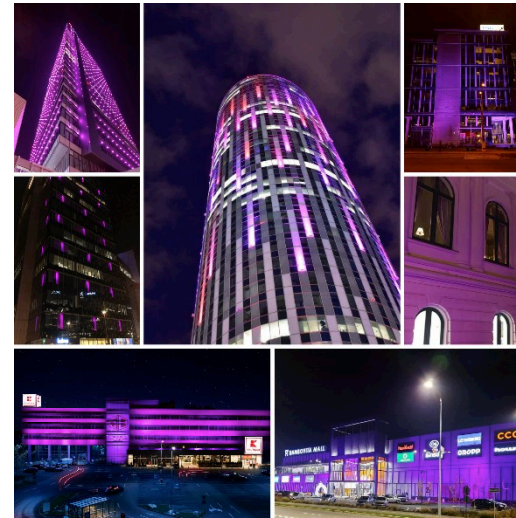


To **PROVIDE** access to our exclusive Business Enterprise Supplier Diversity certification to help diversity and allied businesses gain procurement opportunities with large corporations.

# 2021 EVENTS & INITIATIVES



**Corporate Roundtable**  
**LGBT D&I in the Workplace**  
*29 October 2020*



**International Day for People with Disabilities**  
**Building Illumination Campaign**  
*3 December 2020*



**Corporate Roundtable**  
**Diversity & Inclusion for Persons with Disabilities in the Workplace**  
*15 December 2020*



# 2021 EVENTS & INITIATIVES



## Webinar

***“Women in Leadership/  
Tech Driving Change in  
the Workplace”***

8 March 2021



## Launch of study

***“Economic Arguments for  
LGBT+ persons inclusion  
in Central and East  
Europe”***

*in collaboration  
with Open for  
Business*

12 May 2021



## Webinar

***“How Equality, Diversity &  
Inclusion can drive  
business forward”***

13 May 2021



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# 2021 EVENTS & INITIATIVES

**Bilateral Chambers' Vaccination Week Manifesto**

- We are all struggling to cope with the pandemic and looking forward to meet again in person and get our social lives back
- We, representatives of the bilateral chambers in Romania are part of the BUSINESS COMMUNITY, but first and foremost, we are MOTHERS, FATHERS, CHILDREN and CITIZENS. We care about our families and ROMANIAN SOCIETY at large
- WE BELIEVE that at this critical moment THE SAFE & EFFECTIVE VACCINES AVAILABLE are the BEST SOLUTION TO QUICKLY RECOVER OUR NORMAL LIVES
- WE STAND, as representatives of the BUSINESS COMMUNITY & CIVIL SOCIETY AT LARGE, alongside ROMANIAN STATE AUTHORITIES, DOCTORS & PROFESSIONALS and encourage you to get **VACCINATED** during the coming weeks and months.
- WE BELIEVE that, in the end, with THIS COMMON EFFORT ...

**WE WILL GET OUR SUMMER BACK!!!**

**DIVERSITY**  
Romanian Diversity  
Chamber of Commerce

**CCIBRP** ROMANIA PORTUGAL BILATERAL CHAMBER OF COMMERCE

**ICR** CAMERA DI COMMERCIO ITALIANA PER LA ROMANIA

**Belgian Luxembourg Romanian Moldovan Chamber of Commerce**

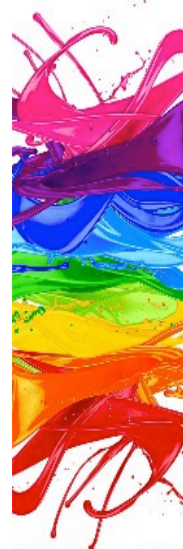
**BRCC** British Romanian Chamber of Commerce

**Netherlands Romanian Chamber of Commerce**

**AHK**

## Manifesto for Vaccination

May 2021



Pride Month 2021



Organizers



Speakers

Pride at Work  
What an increasingly diverse world means  
for companies in emerging markets

ONLINE WEBINAR

Monday, 28 June 2021  
15:00 - 16:45 Bucharest time  
(14:00 - 15:45 CET)

#Unitedinpride #RDCC

With the Support of



Strategic Partners

## First Pride at Work Webinar in Romania

*"What an increasingly  
diverse world means for  
companies in  
emerging markets"*

28 June 2021





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# EVENTS



#### SPONSORED BY



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## Business Helps Stop Violence against Women Conference 2021

25 November 2021



## Purple Night Romania 2021

3 December 2021

# 2021 WRAP-UP ACTIVITIES

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- **Submitted recommendation for PNRR (governmental program)** for improving the access of people with disabilities to get a job, improving the quality of life and increasing their degree of financial independence.
- **Planning with European Investment Bank** the establishment of an investment fund focused on companies owned or managed by women.
- **Planning with European Investment Bank** a dialogue with the commercial banks and other stakeholders re: availability of loans to businesses owned or controlled by women.
- **Partnership with International Organization for Migration (IOM)** to apply for EU grant through the Citizens Equality, Rights and Values Programme (CERV) 2021 - 2022 to promote equality and fight against racism, xenophobia and discrimination. (Grant not approved.)
- **Collaboration with Vertik** on draft legislation to promote equal treatment for women by disaggregated data collection and targeted support for businesses owned by women.
- **Collaboration with the City of Sinaia** to promote diversity and inclusion within public and private entities in order to deliver efficient and effective policies and services, accessible to all.
- **Task Force kick-off**, which involved developing and organizing the 1<sup>st</sup> round of RDCC Task Forces on Disability, Ethnicity, Gender Equality, LGBTQ+ and Certification.
- **MoU** between **RDCC and the Embassy of Sweden in Romania.**

# SUPPORT FOR VULNERABLE POPULATION

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- **Support** for 14-year-old boy with physical disabilities who could not enroll in high school due to red tape.
- **Assistance** to an LGBT Roma teenager to find a job after being thrown out of the house by his family.

# 2022 PLANNED ACTIVITIES & INITIATIVES

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- **Members' survey:** a short questionnaire sent to all members, in order to better identify what they liked/disliked, what are their expectations in terms of collaboration with RDCC for 2022, their ED&I needs and planned activities.
- **Task Force round tables:** organizing the 2nd round of RDCC Task-Forces on Disability, Ethnicity, Gender Equality, LGBTQ+ and Certification.
- **Certification program:** finalising the concept paper, criteria for accreditation & financial packages that will give accreditation to companies that foster a certain level of diversity & inclusion in their workplace.
- **Submitting & applying (March 2022)** for a USD 15,000 grant from the US Embassy in Romania with a project in collaboration with Monica Cure (a two-time Fulbright award winner, former university teacher), dedicated to develop 4 nation-wide dialogues with minority communities. The potential project has to strengthen cultural ties between Romania and US and promote bilateral cooperation.
- **Collaboration with the Law Clinic** (newly developed by Dentons & Sorbonne University in Romania) to explore providing legal support to minority entrepreneurs and SMEs.

## 2022 PLANNED ACTIVITIES & INITIATIVES

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- **Collaboration** with Dr. Liliana Popescu, teacher & Vice-Rector of International Relations at SNSPA University in Bucharest for the “**Eastern and South Eastern Europe (ESEE) FANEL Network**” project (co-funded by SNSPA and the **Black Sea Trust for Regional Cooperation of the German Marshall Fund of the United States**).

The project’s mission is to:

- connect women experts in international relations and in the related fields (from Eastern, South-Eastern and Central Europe, as well as the extended Black Sea region);
  - to increase the visibility of their work internationally, by promoting their work and publications, by helping them connect with each other based on their professional interests and by organizing events consisting exclusively of FANELS (all-Female pANELS).
- **Collaboration with SNSPA University** in Bucharest for providing ED&I trainings.
  - **D&I Conference 2022** to be held in **June 2022 in Bucharest** (organized by EBRD in collaboration with RDCC). Last such conference was held in 2019 in Warsaw.
  - **Hosting with European Investment Bank** the establishment of an investment fund focused on companies owned or managed by women.
  - **Hosting with European Investment Bank** a dialogue with the commercial banks and other stakeholders re: availability of loans to businesses owned or controlled by women.
  - **Outreach to Romanian professional networks:** Romanian language press, Romanian business organizations, ARIR, Romanian Business Leaders, Professional Women’s Network.



# 2022 EVENTS CALENDAR

Social Media Communications	Live Events / Conferences
<b>FEBRUARY</b> 11 Feb - International Day of Women and Girls in Science	
<b>MARCH</b> All Month - Gender Equality Month All Month - Ethnic Equality Month 1 March - International Zero Discrimination Day 21 March - International Day for the Elimination of Racial Discrimination	8 March - International Women's Day (Women in leadership Event)
<b>APRIL</b> 8 April - International Roma Day	
<b>MAY</b> All Month - European Diversity Month 17 May - IDAHOBIT (International Day Against Homophobia, Transphobia and Biphobia)	19 May - Global Accessibility Awareness Day - GAAD
<b>JUNE</b> All Month - Pride Month Last week of June/first week of July - Bucharest Pride	Last week of June - D&I Regional Conference in Bucharest (in collaboration with EBRD)
<b>JULY</b> 15 July - World Youth Skills Day	

# 2022 EVENTS CALENDAR

Social Media Communications	Live Events / Conferences
<b>SEPTEMBER</b> 26 Sept - 2 Oct - National Inclusion Week	18 Sept - International Equal Pay Day
<b>OCTOBER</b> 11 Oct - National Coming Out Day 27 Oct - National Mentoring Day event	1 Oct - International Day of Older Persons & Senior Task Force launch
<b>NOVEMBER</b> 16 Nov - International Day for Tolerance 19 Nov - International Men's Day 25 Nov - International Day for the Elimination of Violence against Women	
<b>DECEMBER</b> 10 Dec - Human Rights Day	3 Dec - International Day of Persons with Disabilities #PurpleNightRomania Campaign 9 Dec ( <i>estimated date</i> ) - Diversity & Inclusion for Persons with Disabilities in the Workplace event (CEO Gala Dinner)

**Contact us:**

**Str. Dr. N. Turnescu nr. 11**

**050467 Bucharest**

**Lestat MONROE**

**Andreea BERECZKI**

**+40 7 41 09 65 42**

**+40 7 54 04 87 77**

**[Lestat@rdcc.ro](mailto:Lestat@rdcc.ro)**

**[Andreea@rdcc.ro](mailto:Andreea@rdcc.ro)**