



Romanian Diversity
Chamber of Commerce

2025

Activity Report

YEAR AT A GLANCE

Why the RDCC Matters for Business and for Romania?

In 2025, the Romanian Diversity Chamber of Commerce (RDCC) consolidated its role as **Romania's business hub for inclusive growth**. We helped companies turn ED&I into a driver of **innovation, risk management, employer branding, and long-term competitiveness**, not just a CSR topic.

Through our platforms, advisory work, and partnerships, we supported members in **navigating new regulations (including the EU Accessibility Act)**, **building inclusive workplaces and supply chains**, and **positioning Romania within European ED&I networks**.



Headline KPIs 2025

43

Corporate members



in the RDCC network, representing over 70,000 employees in Romania.

3

International collaborations and MoUs



connecting Romania to European and global ED&I ecosystems.

12

Flagship events



covering disability inclusion, inclusive recruitment, accessible real estate, gender-equal financing, generational diversity, and more.

Headline KPIs 2025

71

Speakers



mobilised across conferences, breakfasts, and workshops, from business, civil society, and public institutions.

4

ED&I solution lines



delivered by 7 experts, plus 1 national app dedicated to reporting discrimination.

1

National awareness initiative



Purple Night Romania, Romania's most visible public campaign on disability inclusion.

Headline KPIs 2025



National Disability Inclusion Expo **AccessABILITY Expo 2025**

55+ exhibitors from Romania and Europe.

1,500+ visitors per day across three days.

100+ media mentions across print, online, TV, and radio

4.6 million+ media reach nationally

83% of exhibitors rated the event "Very Good" or "Excellent"

95% expressed interest in returning.

These figures position AccessABILITY Expo as one of Eastern Europe's leading platforms for accessibility, disability inclusion, and inclusive employment.

TOP 5 WINS & 2026 STRATEGIC PRIORITIES

Top 5 Wins in 202

1. AccessABILITY Expo becomes a regional reference point

Over 55 exhibitors, 1,500+ daily visitors, strong public-private participation, and excellent satisfaction scores confirmed AccessABILITY Expo as a key **platform for disability inclusion and accessible employment in Eastern Europe**.

2. Launch of the Accessibility Solutions Department

RDCC created Romania's first dedicated business service for EU Accessibility Act 2025 compliance, offering audits, executive training, digital and technical testing, and implementation support for companies across sectors.

3. Launch of the Procurement Sustainable Ecosystem (PSE)

With the PSE, RDCC introduced **Romania's first structured framework for supplier diversity**, designed to help minority-owned businesses (MOBs) access procurement opportunities and strengthen corporate supply chains.

4. Purple Night Romania reaches new national visibility

The 5th edition of Purple Night Romania combined the illumination of buildings nationwide with a **national Metrorex campaign in 43 metro stations and on 280 digital screens**, making it the most visible public action on disability inclusion in Romania.

5. RDCC recognised as a trusted ED&I voice in Romania and beyond

RDCC leaders spoke at events hosted by **UNHCR, OMV, Dentons, The Valuable 500, ELSA, PuntoUp, Maritime University of Constanța, Flutter** and others, and the Chamber signed new MoUs with **NGLCC Global, Open For Business, A.P.E.T.E.S.** and the **Diversity Charter of Romania**, consolidating its role as a regional ED&I actor.

Three Strategic Priorities 2026

01. Scale ED&I Solutions, Certification and Accessibility Services

- Grow our advisory, training, and ED&I certification programmes so more companies can embed inclusion into strategy, risk, and innovation.
- Expand the Accessibility Solutions Department as the go-to partner for EU Accessibility Act implementation in Romania.

02. Strengthen National Flagship Platforms & Public Influence

- Consolidate AccessABILITY Expo, RAAD Conference, the Opportunity Job Hub & Inclusive Recruitment Conference as Romania's primary platforms for disability inclusion and accessible employment.
- Use Purple Night Romania and research initiatives to drive national awareness and inform policy and business practice.

03. Unlock the Potential of Minority-Owned Businesses & Grow the RDCC Community

- Scale the Procurement Sustainable Ecosystem (PSE) as Romania's reference framework for supplier diversity.
- Expand membership across key sectors and strengthen impact measurement, so we can report annually on how RDCC contributes to resilient workforces, inclusive supply chains, and national competitiveness.

About us

The Romanian Diversity Chamber of Commerce (RDCC)

The Romanian Diversity Chamber of Commerce (RDCC) is a business-driven organization committed to fostering inclusive economic growth and corporate innovation. RDCC supports companies in integrating fairness and forward-thinking business strategies to stay competitive in global and European markets.

Through advisory services, certification programs, and executive training, RDCC equips businesses with the tools to build resilient, diverse workforces and inclusive supply chains.



As a strategic partner to multinational corporations, local enterprises, and policymakers, RDCC bridges the gap between inclusivity, compliance, and business success.

For more information, visit
www.rdcc.ro.

Who this report is for & how to use it

This report is designed as a **practical tool** for the organisations and leaders shaping Romania's economy and society.

It summarises **RDCC's impact in 2025** and highlights **specific platforms and solutions** you can use in 2026 and beyond.

For CEOs & Country Managers

What you will find

- A concise view of **how ED&I supports growth, resilience and ESG**.
- Evidence of RDCC's impact through platforms like **AccessABILITY Expo, Purple Night, Inclusive Recruitment Conference**.
- A clear overview of services and partnerships available to your organisation.

Why it matters for you

- Helps you position your company as a modern, responsible market leader.
- Anticipates regulatory, investor and employee expectations on accessibility and inclusion.
- Points directly to projects and collaborations that support your strategic priorities.

For HR, Talent & ED&I Leaders

What you will find

- Concrete examples of inclusive recruitment, accessibility, disability inclusion and culture change.
- Flagship platforms where you can promote your brand as an inclusive employer.
- Information on diagnostics, training and ED&I certification you can implement internally.

Why it matters for you

- Provides ready-to-use ideas and frameworks for your HR and ED&I roadmap.
- Shows how peers are turning ED&I into tangible practices and KPIs.
- Connects you to a community of practitioners facing similar challenges.

Who this report is for & how to use it

For NGOs, Community Organisations & Social Enterprises

What you will find

- Platforms such as AccessABILITY Expo, Purple Night and Opportunity Job Hub where your work can gain visibility.
- Examples of co-created projects between NGOs, companies and public institutions.
- RDCC's role as a connector and advocate for inclusive policies and practices.

Why it matters for you

- Helps you identify companies and sectors open to collaboration.
- Shows how to join RDCC's events, campaigns and task forces.
- Opens doors for joint advocacy, research and funded projects.



Who this report is for & how to use it

For Public Institutions, Donors & International Partners

What you will find

- Evidence of RDCC's capacity as a **trusted implementation and convening partner** on ED&I and accessibility.
- Case studies of **public-private cooperation** on disability inclusion, inclusive employment and supplier diversity.
- An overview of RDCC's connections to **European and global networks**.

Why it matters for you

- Helps you assess RDCC as a **strategic partner** for programmes, pilots and policy roll-out.
- Shows where your **policy or funding priorities** intersect with RDCC platforms.
- Highlights opportunities for **regional collaboration** in Central and Eastern Europe.

How to use this report

- **Scan the first section** ("2025 at a Glance" and "Top 5 Achievements") for a quick snapshot of RDCC's reach.
- **Dive into the flagship cases** that are most relevant to your role and sector.
- Look for the **"How to work with us" boxes** to identify concrete ways to partner with RDCC in 2026.



Message from our President

"In 2025, Romanian companies took some of their most important steps toward a workplace culture where everyone has a fair chance to thrive. What we witnessed this year goes beyond isolated initiatives — it is a growing commitment to rethink how we recruit, how we lead, and how we design environments where people can perform at their best.

Through the AccessABILITY Expo, inclusive recruitment projects, and our collaboration with partners across Europe, we saw the business community move from intention to action. And this is what truly matters: that inclusion becomes part of everyday decisions, not an annual slogan.

What encouraged me the most was the openness of companies to learn, to question their own practices, and to invest in long-term inclusion strategies.

The conversations we had — with HR leaders, CEOs, policymakers, and young professionals — all point in the same direction: Romania is ready for a more equitable and modern workplace model.

Looking ahead, our role is to keep this energy alive, to keep building partnerships, and to keep supporting organisations as they transform. Inclusion is no longer just a moral duty — it is a business advantage. And in 2026, we will push even further to ensure that every company in Romania can access the tools, knowledge, and support needed to make that advantage a reality."



**Estera
Anghelescu**

**President
Romanian Diversity
Chamber of Commerce**

*Recruiting & Employer
Branding Director,
Kaufland
Romania & Moldova*

Message from our Vice President

"2025 has been a defining year not only for RDCC, but for the broader ecosystem of equity and inclusion in Romania. What we achieved together proves that change accelerates when the business sector embraces its power to lead.

At AccessABILITY Expo 2025, we saw something historic: public institutions, private companies, and members of the disability community standing side by side to redesign how inclusion is understood in this country. This type of unity — rare, courageous, and unapologetically forward-looking — is exactly what Romania needs.

We also expanded our work across key themes: disability inclusion, LGBT rights, generational diversity, equitable financing, and accessible real estate. The depth of partnership we've built with European institutions, embassies, and regional

networks shows that Romania is no longer just following global ED&I trends — we are helping shape them.

For me, inclusion is not a project. It is a long-term civic responsibility. And I am proud that RDCC has become a trusted voice for companies who want to create environments rooted in fairness, dignity, and opportunity for all.

As we move toward 2026, our mission is clear: broaden our national impact, strengthen our European footprint, and ensure that inclusion becomes a structural pillar of Romania's economic development. The work ahead is ambitious — but together, we have already proven we can achieve what many once considered impossible."



Lestat
Monroe

**Founder,
Vice President
Romanian Diversity
Chamber of Commerce**

Our Members

Founding Corporate Members



Corporate Members



Our Members

SME Members



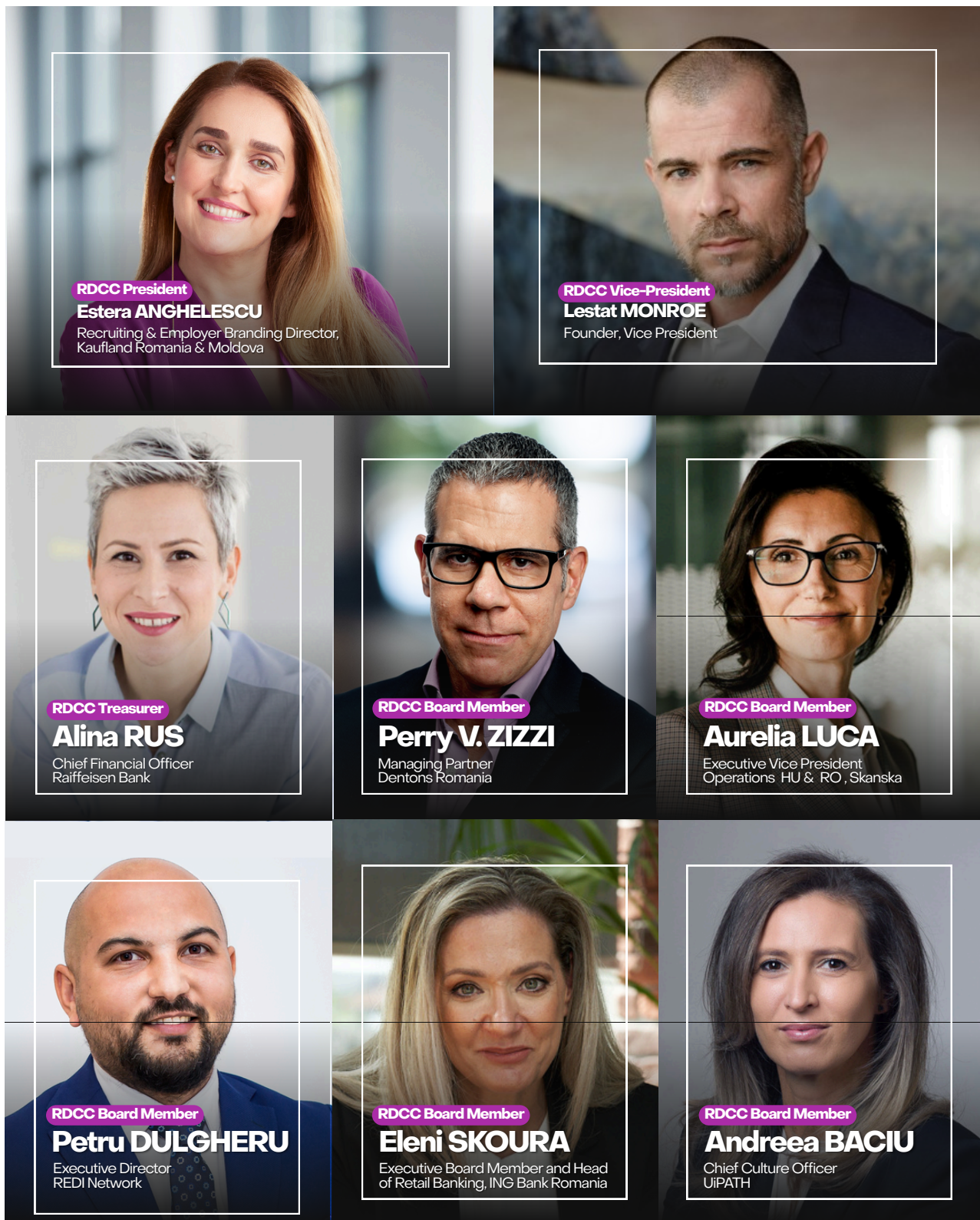
NGO Members



Our Strategic Partners



Our Board



The RDCC's Executive Team

Mădălina NICOLIU

Events & Members Coordinator

Diana RESMERIȚĂ

Communications & Events Coordinator

Mission and Goals

The **Romanian Diversity Chamber of Commerce (RDCC)** is a business-driven organization committed to fostering inclusive economic growth and corporate innovation.

RDCC supports companies in integrating fairness and forward-thinking business strategies so they can stay competitive in European and global markets.

Through advisory services, certification programs and executive training, RDCC equips businesses with the tools to build resilient, diverse workforces and inclusive supply chains.

As a strategic partner to multinational corporations, local enterprises and policymakers, RDCC bridges the gap between inclusivity, compliance and business success.



1

DRIVE INCLUSIVE GROWTH

help companies turn diversity, equity and inclusion into a concrete driver of innovation, productivity and long-term economic growth.

2

EQUIP BUSINESSES

provide practical advisory services, tools and frameworks so organisations can embed ED&I into their core business strategy and day-to-day operations.

3

CERTIFY AND RAISE STANDARDS

offer robust certification programs that recognise companies and suppliers committed to inclusive workplaces and equitable supply chains

4

EXECUTIVE TRAINING FOR INCLUSIVE LEADERSHIP

design and deliver executive training that builds inclusive leadership capabilities and accountability at the top of organisations.

5

STRENGTHEN SUPPLY CHAINS

support supplier diversity and inclusion via our unique Procurement Sustainable Ecosystem (PSE) program so that minority-owned businesses can access procurement opportunities and scale sustainably.

6

CONNECT THE ECOSYSTEM

bring together multinationals, local enterprises, NGOs and experts to share best practices, co-create solutions and accelerate collective impact.

7

BRIDGE POLICY AND PRACTICE

act as a trusted partner for policymakers, helping translate regulations and EU directives into actionable, business-friendly solutions.

EVENTS



Access ABILITY Expo

Flagship Events



AccessABILITYExpo2025

18–20 September 2025
National Library of Romania

Summary

People with disabilities in Romania still face major barriers to employment, accessibility and public services. At the same time, companies lack a practical, curated space where they can discover concrete accessibility solutions, inclusive employers, NGOs and public institutions in one place.

RDCC action

RDCC designed AccessABILITY Expo as a national platform that unites the disability community, solution providers, employers and authorities under one roof – combining expo, conference, job hub and experiential zones focused on accessibility and inclusion.

VISITORS PER
DAY

1,500+

EXHIBITORS

55+

from Romania
and Europe

MEDIA
MENTIONS

100+

print, online,
TV and radio

Outcome

AccessABILITY Expo 2025 strengthened its position as one of Eastern Europe's leading platforms for disability inclusion. Exhibitors reported strong lead generation, brand visibility and meaningful networking, while visitors accessed assistive technologies, inclusive education tools, accessible tourism offers and wellness solutions in one place. The Opportunity Job Hub connected inclusive employers with candidates with disabilities; the RAAD Conference and workshops provided actionable guidance on accessible workplaces and inclusive recruitment. The growing presence of international exhibitors and public institutions signalled rising momentum for inclusive policy and practice in Romania.

4.6 million+

media reach nationally

Feedback:

- 95%** expressed interest in returning for the next edition
- 83%** of exhibitors rated the event "Very Good" or "Excellent"

AccessABILITYExpo2025

What's next?

In 2026, the RDCC will use AccessABILITY Expo to drive **even more concrete outcomes** for partners by:

1

Deepening **public–private collaboration** on accessibility and disability employment

2

Broadening European participation among exhibitors and speakers

3

Strengthening buyer–supplier matchmaking between corporates, protected units, NGOs and solution providers

4

Embedding structured follow-up (surveys, case studies, deal-tracking) to evidence ROI for sponsors and exhibitors and to inform national advocacy on accessibility

AccessABILITYExpo2025

Events

Opportunity Job Hub

18 to 20 September
National Library of Romania

The inclusive job fair was held during the AccessABILITY Expo and provided a fully accessible three-day platform where inclusive employers connected with a diverse talent pool, including people with disabilities. The fair featured on-the-spot interviews, CV clinics, career workshops, and networking opportunities, all with the goal of promoting equitable hiring practices and meaningful employment pathways.



Cinema Fără Limite. Cultură pentru Toți

18 to 20 September
Cinema Elvire Popesco | National Library of Romania

This is Romania's first large-scale film festival dedicated to accessibility and cultural inclusion. Organized in collaboration with the French Embassy, the French Institute, and a broad community of accessibility advocates, the initiative offers an open and welcoming cinematic experience for everyone. Over the course of two days, in two fully accessible locations, the festival presented four films, each supported by solutions designed to remove barriers and promote inclusion.



The screenings were accompanied by:

- Audio description (AD) for people with visual impairments
- Subtitles for Deaf and hard-of-hearing audiences (SDH/CC)
- Sign language interpretation (LSR) for selected films
- Fully accessible spaces, equipped with ramps, step-free routes, and reserved seating

This initiative sets a new standard for accessibility, creating a welcoming cinematic experience for all audiences

AccessABILITYExpo2025

Events

ZONA E-GAMING

18 to 20 September
National Library of Romania

A fully accessible and revolutionary digital experience in the E-gaming zone – a vibrant space where technology, accessibility, and entertainment came together to redefine the concept of play, competition, and connection in the gaming world, with a strong focus on inclusion for all abilities.



RAAD Conference

19 September
National Library of Romania

The Romanian Accessibility Awareness Day (RAAD) Conference 2025 brought together professionals in diversity and inclusion (D&I), HR, accessibility, and public policy to accelerate progress in workplace disability inclusion. Hosted by the RDCC, this fourth annual event features 12 expert speakers, panel discussions, live demos, case studies, and peer networking—all designed to equip attendees with actionable strategies to create truly accessible workplaces.

The event welcomed 35 participants, also specialists from various sectors who were seeking insights, best practices, and concrete methods for implementing inclusion in their own workplaces.

AccessABILITYExpo2025

Events Workshops

Recruiting for the best candidates

18 September

National Library of Romania- Beiersdorf

The workshop offered an in-depth look at Beiersdorf's brands and the complete end-to-end hiring process. Participants learned how to understand employer expectations, prepare effectively for interviews, and gain hands-on experience through role-play exercises simulating real-life scenarios. The workshop was designed for candidates, early-career professionals, and HR specialists seeking practical insights into successful recruitment and interviewing practices.



All About Salary Negotiation

19 September

National Library of Romania

Head Hunting Agency

The workshop highlighted that salary negotiation is not a moment to avoid, but a natural stage in a professional career. Participants explored key principles, simple steps, persuasive arguments, and real-world case studies for effective negotiation. The event helped attendees position themselves appropriately within their organization, communicate assertively with strong arguments, and practice strategies through case studies and interactive exercises.

AccessABILITYExpo2025

Events Workshops

The Importance of Emotional Intelligence

20 September
National Library of Romania
Head Hunting Agency

The workshop focused on developing emotional intelligence through self-awareness, self-management, social awareness, and relationship management, marking the first step toward personal transformation. Participants learned to manage conflict and emotions, build stronger relationships both at work and at home, and apply practical tools to enhance their emotional intelligence.



Tandem Coffee Business & Friendship: Do They Work Together?

20 September
National Library of Romania



Business & Friendship: Do They Work Together? – was an interactive workshop that explored whether personal relationships and business can coexist harmoniously. During a sincere dialogue over coffee, Cristina Ursu and Alexandra Coravu discussed the challenges, risks, and opportunities of blending professional development with personal friendship. Participants gained practical tools for conflict management, authentic communication, understanding different perspectives, and turning conversations into meaningful collaborations.

RDCC

ACTIVITY REPORT 2024

Flagship events

Breakfast talk series

Implementing the EU Accessibility Act 2025 Steps for Romanian Businesses

18 March 2025 | Dentons Romania, The Mark Office building.

The Breakfast Talk was organized by RDCC in partnership with Accessi+, and offered a practical guide for Romanian companies as the EU Accessibility Act comes into effect. Participants received a clear roadmap for compliance, learned about legal obligations and audit tools (such as WCAG/EN 301 549), and explored real-life case studies of businesses successfully adopting accessibility solutions.

Generational Diversity in the Workplace – Bridging the Gap

15 April 2025 | Orange, Romania

The Breakfast Talk explored how organizations can effectively manage multigenerational teams. Through expert-led discussions, attendees gained practical strategies for fostering collaboration, understanding generational differences, and leveraging the unique strengths of each age group to drive innovation and inclusion.

ERG's Role in Enhancing Diversity and Inclusion

20 May 2025 | Dentons Romania, The Mark Office Building

This Breakfast Talk, hosted by Dentons in partnership with RDCC, explored how Employee Resource Groups (ERGs) can act as powerful engines for diversity, equity and inclusion inside organisations. Bringing together HR professionals, DE&I officers, business leaders, ERG leaders and allies, the session focused on how ERGs can give underrepresented employees a voice, influence business decisions and help build truly inclusive workplace cultures.

Participants discussed practical strategies for setting up and sustaining ERGs, aligning their initiatives with broader business and ESG goals, and collaborating effectively with executive sponsors and HR. The event also highlighted real-world success stories and innovative ERG models that emphasise community, intersectionality and purpose—showing how ERGs can tackle workplace bias and harassment, amplify underrepresented voices and drive measurable impact through data, engagement and continuous innovation.

Turning Diversity into a Competitive Advantage

14 October 2025 | BT STUP

The Breakfast Talk explored how diversity, equity, and inclusion (ED&I) can become a strategic business asset rather than just a compliance task. Hosted by RDCC in collaboration with Queen Mary University of London and Open University, the session featured expert insights and case studies on embedding inclusion across marketing processes—from storytelling and pricing to product design—to build authentic brand connections and drive sustainable growth.

Disability Inclusion at Work: A Global Perspective

27 November | Pluxee Romania

The event was hosted by RDCC and powered by Pluxee Romania, highlighted how disability inclusion goes beyond compliance to become a real strategic advantage. The session offered practical tools and insights on integrating accessibility into business operations — from inclusive language and low-cost accommodations to building a workplace culture that welcomes all abilities. Participants explored a global outlook on inclusion and left with actionable steps to start making meaningful change.



Flagship events

Innovating Real Estate and Construction: Trends and Inclusiveness 2025

21 October 2025 | The Marmorosch Autograph Collection

Challenges

Romania's built environment is under pressure to meet **ESG expectations, EU regulations, and changing user needs** – but accessibility and inclusion are often treated as **afterthoughts** rather than core design criteria. Developers, investors and architects need a space to understand **how accessibility, sustainability and innovation fit together** in real projects.

RDCC action

RDCC created the Inclusive Recruitment Conference 2025, a half-day flagship event bringing together HR leaders, talent acquisition professionals, and DE&I advocates to redesign hiring through an inclusion lens. The agenda covered the full recruitment journey – from job ads and sourcing to interviews and selection – backed by real-world case studies and expert-led panels.

Output 2025

- Multi-panel agenda on:
- Future trends in real estate and PropTech
- Universal design and accessibility as standard, not extras
- Near-zero-energy buildings and ESG requirements
- Financing models that reward sustainable and inclusive development
- Participation from top developers, investors, banks, law firms, architects, and public sector representatives.
- 1-day conference at The Marmorosch Autograph Collection

Flagship events

Outcome

The conference positioned RDCC as a bridge between ED&I and the real estate sector. It:

01

Elevated accessibility and universal design as strategic differentiators, not just compliance checkboxes

02

Helped developers and investors see how inclusive design, energy performance and innovation can be aligned – and funded

03

Built momentum for the RDCC Accessible Real Estate Taskforce and Accessibility Solutions Department

What's next?

In line with RDCC's 2026 strategic priorities, the Chamber will:

- Use this conference as an annual “must-attend” platform for C-suite and sector leaders on accessible, sustainable and innovative real estate
- Deepen the link between the conference and the Accessibility Solutions Department (audits, EU Accessibility Act guidance, design reviews)
- Produce short guides and case studies for developers and investors, showing how accessible design can be integrated at low or no additional cost when planned early in the project lifecycle.



Flagship events

Gender Equal Financing Conference 2025

20 May 2025 | Dentons Romania

Challenges

In Romania, women and underrepresented entrepreneurs still face **unequal access** to capital, biased risk perceptions, and limited visibility in mainstream financing discussions. At the same time, many companies treat gender equality as an **HR or CSR topic**, not as a strategic question for banks, investors, and business leaders.



RDCC action

RDCC, together with Dentons and key partners, convened the Gender Equal Financing Conference 2025 to bring together banks, investors, companies, ERG leaders and policymakers. The event explored how financing products, internal policies, and Employee Resource Groups (ERGs) can work together to remove structural barriers and promote equal access to finance for women and other underrepresented groups.

Flagship events

Output 2025

- Half-day conference hosted at Dentons Romania
- Multi-stakeholder agenda covering inclusive lending, risk models, ERGs, and leadership accountability
- Presentations and panels with real-world case studies from finance, legal and corporate sectors
- Dozens of participants, including HR and ERG leaders, ESG and CSR managers, banking professionals, and entrepreneurs

Outcome

The conference put **gender-equal financing on the ED&I agenda** of financial institutions and corporates, not just NGOs. It:

- Encouraged banks and investors to **re-examine internal policies, data, and product design** through a gender lens
- Strengthened the link between **ERGs and business decisions** (e.g. input on inclusive products and client experience)
- Generated follow-up conversations on **joint initiatives** targeting women and minority-owned businesses, aligning with RDCC's broader work on **supplier diversity and equitable access to opportunities**.

What's next

Building on this first edition, RDCC will:

- Position Gender Equal Financing as a **recurring platform** connected to the **Procurement Sustainable Ecosystem (PSE)** and the **Romania Diversity Awards**
- Work with banks, investors and development partners to **co-design pilot products and programmes for women-owned and minority-owned businesses**

Capture and publish **case studies and data** from participating institutions to influence the wider Romanian financial ecosystem and inform future ED&I and ESG strategies.

Flagship events

Purple Night Romania 2025

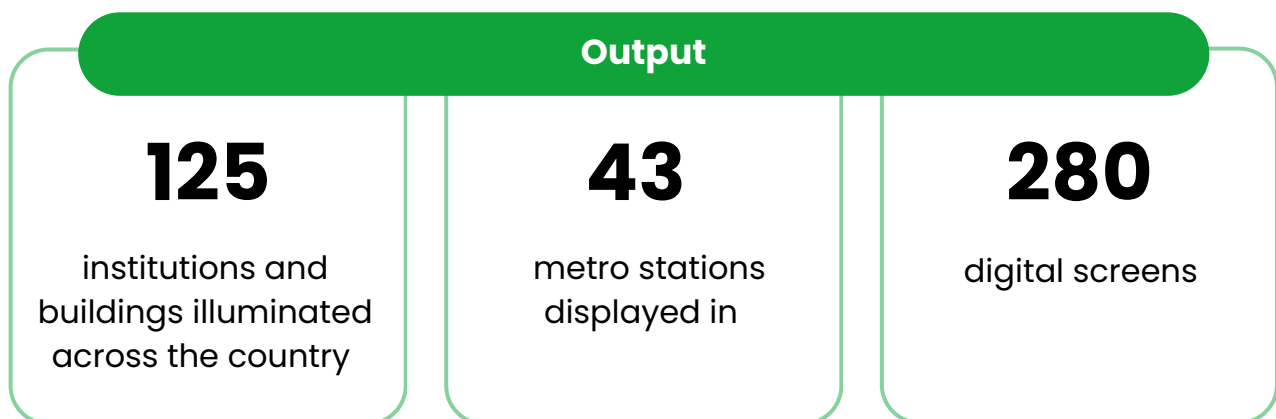
3 December 2025 | National illumination & awareness campaign

Challenges

Despite the presence of nearly 1 million persons with disabilities in Romania, public awareness of their rights and everyday realities remains low. Disability is still too often seen through a charity lens, rather than as a question of rights, accessibility, and equal participation.

RDCC action

RDCC created Purple Night Romania, an annual national illumination campaign on 3 December, inviting institutions, companies, and cities to light buildings in purple and organise awareness actions to mark the International Day of Persons with Disabilities. Each year, the campaign mobilises a growing ecosystem of partners to send a visible, unified message of inclusion.



- **5th edition** of Purple Night Romania
- Additional actions: purple dress code, purple bracelets, decorated offices and shops, temporary purple logos and social media campaigns
- **First nationwide Metrorex awareness campaign**, bringing the message of inclusion directly to everyday commuters.

Flagship events

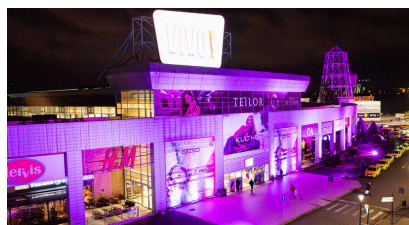
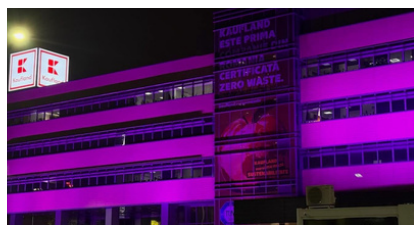
Outcome

Purple Night Romania 2025 strengthened its position as the **country's most visible public action on disability inclusion**. The combination of illuminated landmarks, grassroots actions in offices and shops, and the Metrorex campaign significantly increased visibility in public space, sparked internal conversations in organisations, and deepened collaboration with municipalities, ministries, and transport authorities on accessibility and inclusion.

What's next

Building on this momentum, RDCC plans to:

- **Grow Purple Night Romania into a nationwide awareness platform** fully aligned with the EU Accessibility Act
- **Target 150+ landmarks and participation** from at least three countries in future editions
- Develop **co-branded campaigns with cities and corporate partners**, including measurement of media reach, employee engagement and policy impact year-on-year



Activities and initiatives 2025

Creation of the Accessibility Solutions Department

Led by RDCC President **Estera Anghelescu**, the Chamber launched **Romania's first dedicated service supporting companies** in complying with the EU Accessibility Act 2025.

The department provides end-to-end accessibility expertise through:

- Comprehensive accessibility audits
- Specialized training and executive workshops
- Technical and digital accessibility testing
- User-centered design solutions
- One-to-one consultancy for implementation
- Support on inclusive recruitment and disability employment strategies

This department marks a national milestone, offering the business community a **complete, expert-led pathway** to full accessibility compliance.

Creation of the Procurement Sustainable Ecosystem Department

RDCC launched **Romania's first Procurement Sustainable Ecosystem (PSE)** – a pioneering initiative designed to help **entrepreneurs and SMEs** from Minority-Owned Businesses (MOBs) develop the skills, visibility, and networks required to grow and scale.

The program provides a structured, proactive business framework that:

- Ensures equal access to procurement opportunities for diverse suppliers
- Encourages supplier participation reflective of Romania's communities and consumers
- Generates tangible business value for corporate buyers
- Strengthens and optimizes organisational supply chains

This initiative positions RDCC as a national leader in supplier diversity and equitable procurement ecosystems.

Activities and initiatives 2025

Purple Night Romania 2025

Now in its fifth edition, Purple Night Romania brought together 137 institutions and buildings nationwide, illuminating Romania in purple to mark the International Day of Persons with Disabilities.

For the first time, RDCC launched a national Metrorex awareness campaign, displayed across 43 metro stations and 280 digital screens, significantly boosting the visibility and impact of the initiative.

Purple Night Romania continues to be the country's most visible public action supporting the rights, inclusion, and representation of nearly one million persons with disabilities living in Romania.

Awareness, Communication & Public Engagement

Throughout 2025, RDCC maintained an active and influential presence across:

- National and international press
- Social media platforms
- Thought-leadership articles
- RDCC's monthly newsletter

The Chamber continued to raise awareness on key ED&I themes including disability inclusion, gender equality, LGBT inclusion, generational diversity, and equitable financing.

Activities and initiatives 2025

New Members Recruited

In 2025, RDCC expanded its membership base with several new corporate and SME members, including:

- Betfair Development Romania
- DKV Mobility Romania
- Level Digitals
- Pluxee Romania
- (and additional members to be added)

These new members strengthen RDCC's network and reinforce the Chamber's position as Romania's central business hub for ED&I.

New Memorandums of Understanding (MoUs)

RDCC formalised several strategic collaborations, becoming an even stronger regional actor in the ED&I landscape. New MoUs were signed with:

- NGLCC Global
- Open For Business — RDCC's key partners on LGBT workplace inclusion and support for LGBT entrepreneurs
- A.P.E.T.E.S. — advancing equal opportunities in Romania
- Diversity Charter of Romania

These partnerships expand RDCC's European and global footprint, ensuring access to international best practices and cross-border cooperation for inclusive growth.

Events participation & speaking

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

INCLUSION & OPPORTUNITIES ON THE LABOR MARKET

For All, event, 11 April 2025,
organised by PuntoUp (speaker:
Lestat Monroe), Bucharest,
Romania

LIVELIHOODS AND ECONOMIC INCLUSION WORKING GROUP MEETING

roundtable, 16 April 2025,
organised by UNHCR (speaker:
Lestat Monroe), Bucharest,
Romania

UNDERSTANDING THE POWER OF AUTHENTIC DIVERSITY

event, 6 May 2025, organised by
Smart HR (speaker: Lestat
Monroe), Bucharest, Romania

HUMAN RIGHTS CAMPAIGN

event, 20 May 2025, organised
by ELSA Bucharest (speaker:
Lestat Monroe), Bucharest,
Romania

WORKSHOP ON INCLUSIVE PRACTICES

workshop, 30 May 2025,
organised by UNHCR & Jobs for
Ukraine (speaker: Lestat
Monroe), Bucharest, Romania

Events participation & speaking

EDI IN THE CURRENT INTERNATIONAL POLITICAL & BUSINESS CLIMATE

event, 17 June 2025, organised by OMV (speaker: Lestat Monroe), Bucharest, Romania

PRIVATE BREAKFAST ON EU ACCESSIBILITY ACT

closed-door meeting, 18 June 2025, organised by Dentons Romania (speaker: Lestat Monroe), Bucharest, Romania

STUDENT COUNSELING SESSION

event, 25 June 2025, organised by Maritime University of Constanța (speaker: Lestat Monroe), Constanța, Romania

BALKAN IMPACT FORUM

invited participant to gatherings in January and October 2025, sponsored by United Arab Emirates Office of Development Assistance (ODA), Abu Dhabi, United Arab Emirates (Perry Zizzi as representative of the RDCC).

SYNC 25: GLOBAL ACCOUNTABILITY SUMMIT ON DISABILITY INCLUSION

summit, 3–4 December 2025, organised by The Valuable 500 (Estera Anghelescu as representative of the RDCC), Tokyo, Japan

DE&I CLUJ #4 MEET-UP, COMMUNITY MEET-UP

3 July 2025, organised by Flutter/Betfair Dev Romania (speaker: Lestat Monroe), Cluj-Napoca, Romania

Next Steps

As Romania's business-driven hub for inclusive growth, the RDCC will use 2026 to convert our platforms and initiatives into even more tangible value for members, partners, and minority-owned businesses. Building on the AccessABILITY Expo, the launch of our Accessibility Solutions and Procurement Sustainable Ecosystem departments, and our growing portfolio of national events, we will focus on the following strategic priorities.

1

Scale ED&I Solutions and Certification

- Expand our suite of advisory services, executive trainings and ED&I certification programmes so that more companies can embed inclusion into core business strategy, risk management and innovation pipelines.
- Grow the Accessibility Solutions Department as the go-to partner for EU Accessibility Act implementation, offering audits, implementation roadmaps and leadership briefings tailored to key industries.
- Package our workshops and training calendar into modular offerings (in-company and open enrolment) to support HR, legal, compliance and business leaders with practical, ROI-driven ED&I tools.

2

Strengthen National Flagship Platforms

- Consolidate AccessABILITY Expo 2026, RAAD Conference, and the Opportunity Job Hub & Inclusive Recruitment Conference as the primary national platforms for disability inclusion, accessible employment and inclusive workplace design, with clearer pathways from participation to long-term partnerships and projects.
- Position The Future of ED&I Conference, the Real Estate Trends and Inclusiveness Conference, and the Breakfast Talks series as annual "must attend" touchpoints for C-suite and senior leaders seeking strategic insight on inclusion, regulation and market trends.
- Embed structured follow-up (impact surveys, deal-flow tracking, working groups) into every flagship event to convert visibility into measurable business outcomes and policy impact.

3

Unlock the Potential of Minority-Owned Businesses

- Scale the Procurement Sustainable Ecosystem (PSE) as Romania's reference framework for supplier diversity, helping corporate buyers identify, onboard and retain minority-owned suppliers.
- Use the Romania Diversity Awards and the Purple Lei, Click & Discrimination Research Initiative to highlight barriers and success stories, generating data and case studies that support access to finance and procurement opportunities for underrepresented entrepreneurs.

How to Work with Us

Whether you are a company, SME, NGO or institution, there are concrete ways to partner with RDCC in the coming year:

1. Become a member – or renew your membership

Join or renew as a **corporate, SME, NGO or strategic partner member** and gain access to:

- The **ED&I Knowledge Center & training calendar** (conferences, breakfast talks, workshops)
- Member-only **roundtables, peer-learning circles and C-level briefings**
- Priority access to advisory, certification and supplier diversity initiatives.

2. Sponsor a flagship platform

Align your brand and business objectives with one or more RDCC flagships:

- **AccessABILITY Expo & RAAD Conference** – disability inclusion, accessibility and inclusive employment
- **The Future of ED&I in Eastern Europe & Inclusive Recruitment Conference** – regional ED&I strategy and inclusive hiring
- **Innovating Real Estate & Construction: Trends and Inclusiveness** – accessible and sustainable built environment
- **Purple Night Romania** – national disability awareness and EU Accessibility Act messaging
- **Romania Diversity Awards & ED&I research initiatives** – recognition and data on inclusive businesses.



How to Work with Us

3. Commission ED&I solutions, trainings and certification

Work with RDCC's experts to design programmes tailored to your organisation:

- **ED&I Advisory & Strategy** – diagnostics, roadmaps and governance support
- **Accessibility Solutions Department** – EU Accessibility Act audits, implementation roadmaps and leadership briefings
- **ED&I Knowledge Center trainings** – in-company and open-enrolment workshops for HR, legal, ESG and leaders
- **ED&I Certification Programme** – a structured assessment and improvement path with external recognition.

4. Partner on supplier diversity, research and EU-funded projects

Collaborate with RDCC on:

- The **Procurement Sustainable Ecosystem (PSE)** – designing inclusive procurement and supplier diversity frameworks
- **Research and data initiatives** (e.g. Purple Lei, Click & Discrimination) – generating evidence to guide policy and business decisions
- **EU-funded and donor-funded projects** focused on inclusive growth, disability inclusion, refugee integration and minority entrepreneurship, where RDCC can act as implementation partner, convenor and data provider.

The greater the diversity, the greater the growth!

Acknowledgements

The **Romanian Diversity Chamber of Commerce** warmly thanks all members, partners and ED&I allies for contributing to another year of progress in building a more inclusive Romania. Every event, training, campaign and partnership highlighted in this report exists because companies, institutions, NGOs and community leaders chose to act together.

Looking ahead, our ambition is clear: turn even more of this energy into measurable impact – for employees, customers, suppliers and communities across the country. We invite you to continue this journey with us.

Estera Anghelescu

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