



Human Resource Management Diversity & Inclusion ISO 30415:2021 Standard & Integrative Leadership

Ventura Collective & Ultimate Potentials

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- Who is Ventura Collective?
- Our commitment to:
 - Building Community
 - Inner Work
 - Outer work
 - Harness our collective impact and joy
- Members of the Standards Council of Canada (SCC)

"Businesses of all sizes are increasingly being asked not only about their DEI beliefs but also to demonstrate their **practices and progress** as a **prerequisite** for winning new and renewal business from customers, for securing insurance protection and for recruiting and retaining top talent."

Julia Oltmanns
Former Director of DEI Services for Zurich Resilience Solutions
Zurich Insurance Group

Most EDI efforts in organizations today:

Reactionary

Performative

Based on
good
intentions

No
measurable
outcomes

No Budget

Localized



**Human resource
Management**

**Diversity and
Inclusion -
ISO 30415:2021**

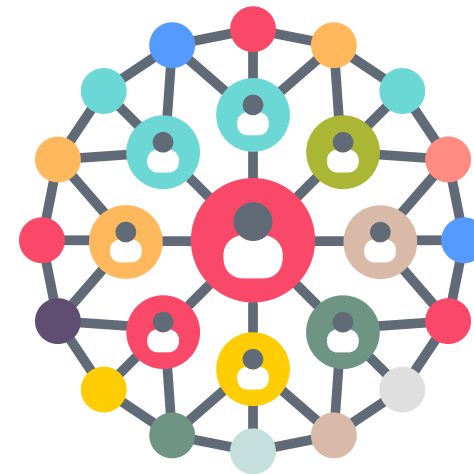
- Insurance Industry in Europe and the US are already adopting Diversity & Inclusion ISO 30415:2021 as the golden standard for corporate D&I. (**Lloyds of London, Zurich & AJ Gallagher**)
- Standard developed over ten years with an international lens.
- Relevant to the following United Nations Sustainable Development Goals:
 - (5) Gender Equality
 - (8) Decent Work and Economic Growth
 - (10) Reduced Inequality
- Guided by the principles of human rights at work by the International Labour Organization (ILO).



Human resource
Management

Diversity and
Inclusion -
ISO 30415:2021

ISO 30415:2021 is the standard for Diversity and
Inclusion proving a company-wide solution



Governance



Leaders



Labour force



All constituents



All size



For-profit or
non-for-profit



All Industries



**Human resource
Management**

**Diversity and
Inclusion –
ISO 30415:2021**

The ISO 30415:2021 sustains:



DEI Prerequisites



Roles & Responsibilities
to specific actions and
measures



Measurable and
Scalable



**Recognizes that every
organization is different**

**What are the
benefits of
implementing the
ISO 30415:2021
standard?**

Benefits of Standards for Business and Industry:

- Allow businesses to remain at the forefront of their industry.
- Ensures products/services can be sold worldwide and shortens the business cycle.
- Makes market access easier by reducing compliance costs and time.
- Proves that product/service meets current national and international standards.

Source: Standards Council of Canada

35% more likely
to outperform
their competitors

McKinsey

70% more likely
to capture new
markets

Harvard Business Review

87% better at
decision-making

People Management

More likely to hit
their financial
target goals by
up to 120%

Forbes

Their teams
generate 19%
higher
revenue

Boston Consulting Group

Increased
ability to
navigate
complexity

Leader's Edge



**What are the costs and risks of
not implementing the ISO
30415:2021 standard?**

"Employee **turnover costs** companies more than **\$1 trillion per year**"

GALLUP Workplace

A 100-person organization that provides an **average salary of \$50,000** could have turnover and replacement **costs of approximately \$660,000 to \$2.6 million per year.**

GALLUP Workplace

"Insufficient attention to diversity and inclusion has become a **business risk** that can have a **direct impact** both on an organization's **financial** performance and its **workforce**."

Thomas Fioretti
Head of Zurich Resilience Solutions in North America.

"The Equal Employment Opportunity Commission data from 2020 reported **\$439 million** in fines from **discrimination** charges and lawsuits filed **against employers**."

FORTUNE + ZURICH

In 2021, the Ontario Court confirmed that **contractual limitations** on termination are **unenforceable** if the employee has been subject to **harassment**.

Employees have been awarded **increasingly significant aggravated and punitive damages**. In one exceptional 2022 case, a jury awarded a **former employee C\$1.5 million** in punitive damages – the largest punitive damages award in Canadian history

Lexology

In 2021 a **class action lawsuit** has been filed in the Federal Court of Canada on behalf of **Black Canadians**. The lawsuit is seeking long-term **solutions** to permanently address **systemic racism and discrimination** in the **Public Service of Canada**.

Canada has spent over **CAD\$8 million** fighting Black workers in court, workers whom it has publicly acknowledged it has discriminated against and injured.

Black Class Action

"Companies need to be aware of the **inherent risks** to their **board members** and their **personal assets**.

In addition to monetary compensation from the targeted corporations, **recent lawsuits** have sought to **replace** board members, **clawback their compensation**, and **revise incentive plans.**"

ZURICH



A safe system
of work is firmly
embedded in
Canadian Law

ISO 30415 D&I Certification promotes a
psychologically safe system of work.

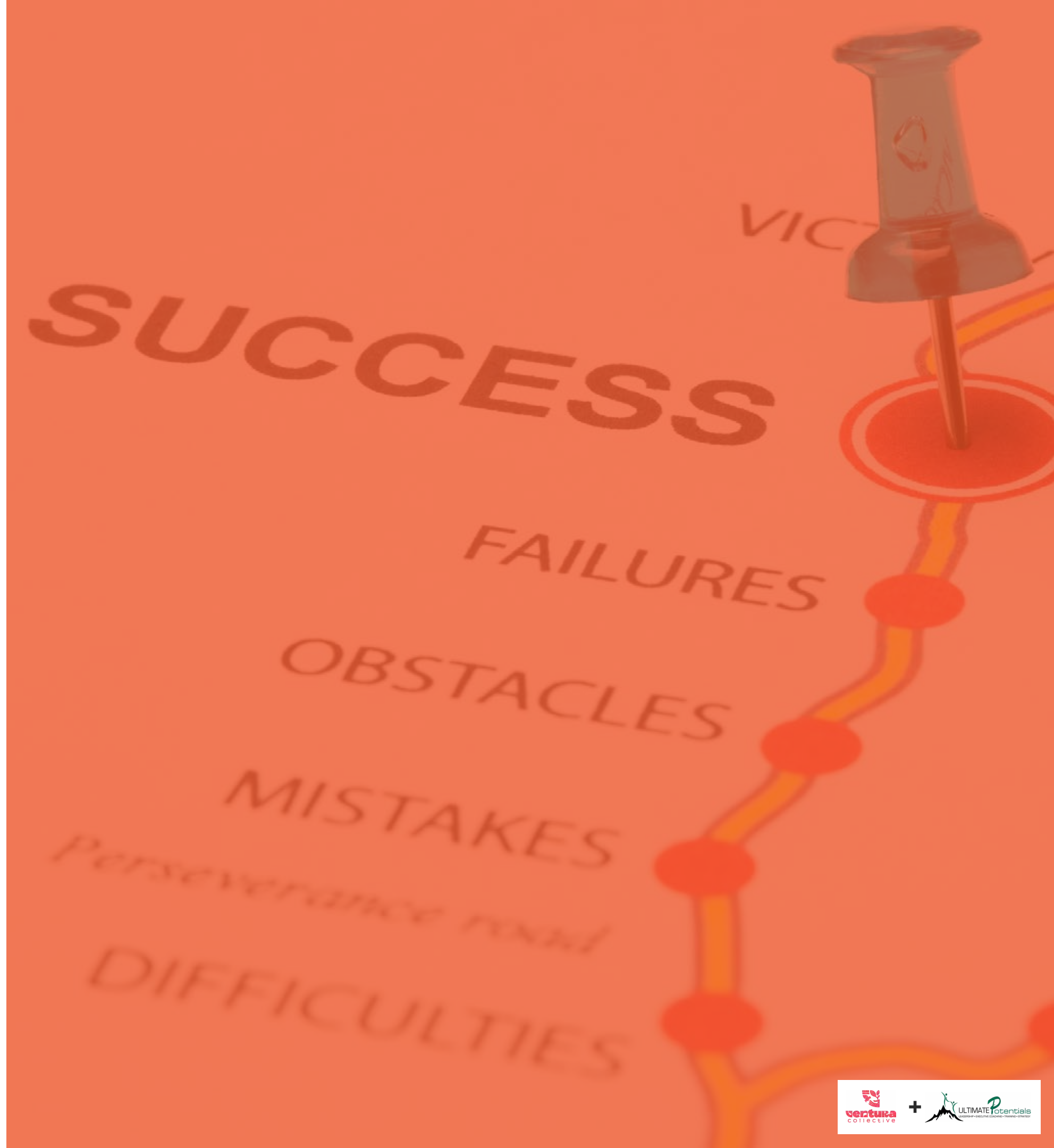


The National Standard of Canada on Psychological Health and Safety in the Workplace 2013

How do we support you?

We provide **full support** throughout the **ISO 30415:2021 implementation process**

- Assessment of your organization's EDI maturity
- Consulting
- Integrative Leadership & EDI Talent development
- Executive Coaching
- Certification DISM - ISO 30415:2021 for your team



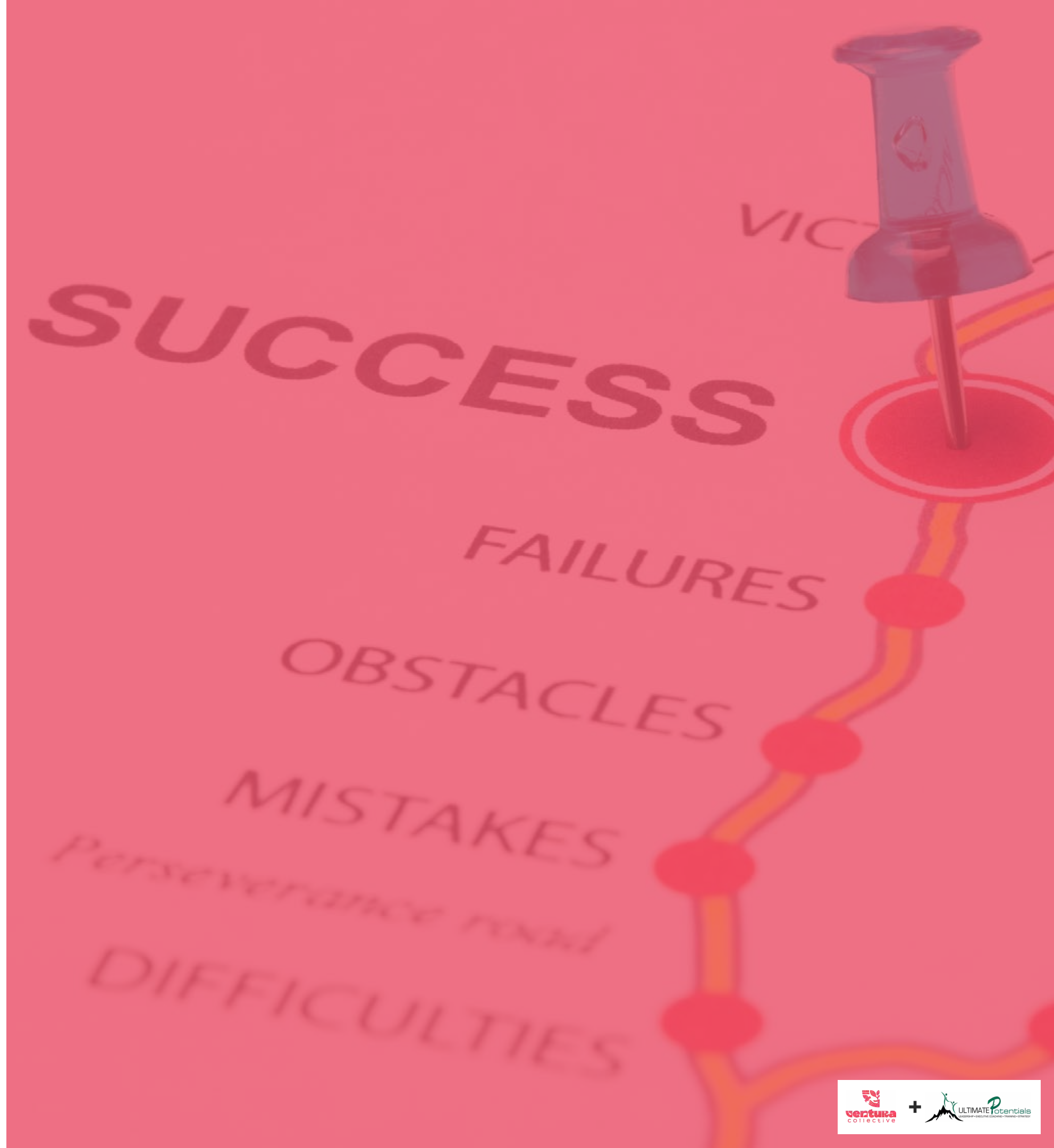
Where to start?

Start with an EDI Maturity Assessment

ISO 30415:2021

Identify:

- The level of EDI Maturity of your organization
- The five areas to prioritize and increase your current maturity level
- Graphs clearly illustrating your company's EDI maturity



Service Cycle





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