

CHANGE FROM THE GROUND UP continued

CASE STUDY WOMEN@RECKITT IN ACTION IN NORTH AMERICA

One of our most active Women@Reckitt local ERGs is in North America, led by Erica Paliatsas. Here, she describes how 2021 saw the group establishing itself and gaining momentum.

Since 2020, Reckitt has been focused on building a more inclusive culture through the global Stronger Together series and the establishment of global ERGs in 2021.

In Reckitt North America, we're working together to inspire a movement whereby all employees can help to accelerate the careers of women to achieve our global goal of gender balance at all management levels by 2030.

What has been achieved so far?

The Women@Reckitt ERG in North America launched in March 2021 and to date we have over 700 members with 13 leaders, 14 champions and 50 volunteers.

Highlights of 2021 include:

- Established our aspiration, mission, strategies, KPIs and charters for each workstream: Learning & Development, Talent & Recruitment, Community & Member Activation, Communications and Allyship
- Developed 2021 learning and development plan based on membership survey feedback, focusing on career ownership, self-empowerment, leadership skills, and conflict management
- Executed seven large learning events with over 3,000 attendees including two external speakers
- Established membership activation plan with external industry associations, Network of Executive Women (NEW) and Healthcare Businesswomen's Association (HBA), to provide leadership development opportunities to our members
- Aligned on an Allyship strategy that North America will pilot in 2022 with a view to scaling globally
- Worked closely with recruitment and functional teams to educate colleagues about our ERGs
- Played a key role in development of the DEI (Diversity, Equity, and Inclusion) Mentorship test pilot in North America
- Successfully executed the first round table session to build the 2022 learning and development plan
- Considerations for succession planning



Erica Paliatsas
Trade Marketing Manager – Nutrition and
Women@Reckitt Lead, North America



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Our key learnings

The main lesson we can take from the last year is that it takes a village to build the foundation. According to the [Harvard Business Review](#), "When men are deliberately engaged in gender inclusion programmes, 96% of organisations see progress – compared to only 30% of organisations where men are not engaged."

Less than 3% of our Women@Reckitt volunteers and only 25% of members across all ERGs are male, so driving allyship amongst men is a key pillar to help accelerate Reckitt in the industry, be a catalyst for our programmes and influence societal norms.

We also need to address intersectionality with women of colour:

[McKinsey's Women in the Workplace 2021 report](#) shows that at every step up the corporate ladder, women of colour lose out to white men, white women and men of colour.

"Being able to influence is instrumental in driving change and impact for the organisation – it's critical to help ensure all underrepresented groups have a voice."

What's next?

In 2022, we'll focus on engaging through personalised experiences, including:

1. Monthly large learning events – global and local
2. Women supporting women series – small group sessions
3. Implementing a mentoring programme – North America pilot in Q1 2022
4. Leverage Network of Executive Women (NEW) and Healthcare Businesswomen's Association (HBA) memberships – leadership development opportunities
5. Webinar leadership development series – watch and discuss with actionable takeaways
6. Male allyship in action – awareness and education to drive action

