

**Beyunbi****Co-funded by
the European Union**

BEYUNBI Final Conference:

Breaking Barriers and Building Inclusive Leadership in Europe

27 November 2024, 9AM - 12PM / ACE Events, Av. Av. d'Auderghem 22, 1040 Brussels

- **The European Project Beyond Unconscious Bias - BEYUNBI, coordinated by the European Commission's social partner CEC European Managers, organizes its Final Event.**
- **An exciting panel will be held with members of the EU institutions, experts in unconscious biases, AI, and inclusion, and participants in the project.**
- **The University of Southern Denmark expert Lea Skewes will share the results of a pilot survey conducted through this 2-year project regarding biases among European leaders.**

Brussels, November 27, 2024 – Leaders, policy experts, and advocates will gather in Brussels to mark the culmination of the transformative **BEYUNBI project**, a **European initiative** focused on addressing **unconscious bias** and fostering inclusivity in leadership roles.

This **final conference** promises to be a moment of reflection, celebration, and forward-thinking as stakeholders from diverse sectors unite under the theme, **"Empowering Inclusiveness in European Leadership."**

About the EU project Beyond Unconscious Bias - BEYUNBI

The **European project Beyond Unconscious Bias** is an important initiative of the **European Commission** coordinated by **CEC European Managers (Confederation Européennes des Cadres)**, a key social partner representing over **1M managers across Europe**.

Together with **CEC**, another social partner of the **European Commission**, **Eurocadres**, is also involved in the **BEYUNBI project**.

In the EU, **there are around 10 million managers** who make millions of decisions daily. These decisions have an impact on our economy, society and environment.

While **competent management** will carefully consider the needs of the organisation and its wider environment, **decisions are always influenced by unconscious processes**. All people have biases, and biases of all kinds are part of our unconsciousness.

The **EU project BEYUNBI** has been studying **the prevalence of unconscious bias among managers** in the EU during the last 18 months. It has developed an **EU pilot training scheme on unconscious biases with the Fondazione Giacomo Brodolini** and ways of moving beyond it.

The **project's primary outcome consists of a report showcasing the results of an international survey that targeted the biases of managers and leaders in Europe** (attached to this press release).

BEYUNBI Agenda for the Final Conference - Overview

The day will begin with a warm welcome from attendees over coffee, setting the tone for meaningful dialogue and collaboration.

Olga Molina, Director of CEC European Managers, will open the conference with an inspiring message on the significance of **leadership diversity** and the strides made **through BEYUNBI**.

Torkild Justesen, Secretary General of CEC European Managers, will then provide a comprehensive introduction to the **BEYUNBI project**, recounting its journey, objectives, and the transformative impact on leadership landscapes across Europe, and bringing the **latest remarks on sustainability directly from the United Nations Climate Conference COP29** (where **CEC European Managers** has been actively participating).

Diana Cumprana from the **European Commission** will follow, underscoring the **Commission's** commitment to equity and inclusivity in the workplace and the importance of social dialogue.

Sérgio Humberto, Member of the European Parliament, will share insights via a live connection from **Strasbourg**, addressing the role of policy in shaping equitable employment practices.

Tamara Makoni, a recognized diversity, equity, and inclusion specialist, an active voice at **The Brussels Binder**, and founder of **Kazuri Consulting**, will offer practical strategies to overcome **unconscious bias** and embed inclusivity in leadership.

The event will also shed light on **BEYUNBI's tangible achievements**.

Barbara de Micheli, the project's **training coordinator**, will present key outcomes from the initiative's training programs.

These programs have **empowered participants to recognize and address unconscious biases in their organisations**.

Further testimony will come directly from engaged participants representing prominent managerial organisations such as **CIDA (Italy)**, **Ledarna (Sweden)**, **Lederne (Denmark)**, and **CGC-CFE (France)**, who will share their transformative experiences.

Research plays a pivotal role in the fight against unconscious bias, and this will be evident in the presentation of the **comprehensive EU survey by Lea Skewes**, a postdoctoral researcher at the **University of Southern Denmark**. Her findings will provide **data-driven insights into the state of inclusivity in leadership across Europe**.

Adding a forward-thinking dimension to the discussion, **Jowita Michalska**, an **EU Digital Ambassador** and gender bias expert, will explore how emerging technologies, particularly **artificial intelligence**, intersect with inclusivity and diversity efforts in leadership.

The conference will conclude with a reflective yet action-oriented session. **Maxime Legrand**, **President of CEC European Managers**, will deliver closing remarks highlighting the project's achievements and setting the stage for future endeavors to promote **inclusive leadership across Europe**.

Join us on this remarkable journey of transformation and inclusivity.

Together, we can shape leadership that knows no boundaries.

More information can be found here:

cec-managers.org

beyondbias.eu

COMMUNICATION CONTACT WITH CEC EUROPEAN MANAGERS**PERE VILANOVA / +34699572015**vilanova@cec-manangers.org**Communications Officer, CEC EUROPEAN MANAGERS****DOCUMENTS ATTACHED TO THIS PRESS RELEASE:**

1. List with 20 main key elements of the BEYUNBI Survey
2. FULL AGENDA of the FINAL CONFERENCE

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- 1. List with 20 main key elements of the
BEYUNBI Survey**

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(TO BE DISSEMINATED)

- **Total Survey Respondents:**

1,003 participants from Central Europe, Denmark, France, Germany, and Italy.

- **Gender Representation in Survey:**

380 women, 492 men, and 129 not reporting gender.

- **Completion Rate:**

869 complete surveys; 142 incomplete surveys excluded.

- **Average Age:**

- Women: 50.6 years
- Men: 54.3 years

- **Management Levels:**

- Lower Management: 127 women, 83 men.
- Middle Management: 180 women, 243 men.
- Upper Management: 73 women, 161 men.

- **Organisational Type:**

- Private Sector: 280 women, 378 men.
- Public Sector: 100 women, 109 men.

- **Bias Scale Scores:**

- Gender Bias: 2.63
- Racial Bias: 2.57
- LGBT+ Bias: 2.78
- Age Bias: 2.67

- **Country-Specific Gender Bias:**

- Highest in Denmark (+0.51 above baseline).
- Lowest in Italy (-0.22 below baseline).

- **Country-Specific Racial Bias:**

- Italy scored significantly lower (-0.38 below baseline).

- **LGBT+ Bias:**

- Highest in Denmark (+0.34 above baseline).
- Lowest in Italy (-0.28 below baseline).

- **Age Bias:**

- Denmark (+0.42) and Italy (+0.38) scored above baseline.

- **Gender and Bias:**

- Men score higher on gender, racial, and LGBT+ biases than women.

- **Diversity Impact:**

- Higher percentage of men in an organisation increases sexism ($\beta = 0.38$, $p = .003$).
- Higher percentage of white employees linked with increased ageism ($\beta = 0.37$, $p = .002$).

- **Qualitative Themes on Gender Interventions:**

- 57.2% support interventions; 40.3% oppose.

- **Qualitative Themes on Race Interventions:**

- 39.9% support interventions; 56.9% oppose.

- **Bias Challenges in Leadership:**

- Women disproportionately represented in lower management roles.
- "Glass ceiling" effects noted in France and Denmark.

- **Effect of Racial Diversity:**

- Organisations with more racial diversity associated with increased awareness of LGBT+ bias.

- **Awareness by Age:**

- Older respondents scored lower on age bias scales, reflecting greater awareness of age discrimination.

- **Recommendation for Bias Reduction:**

- Anonymized job applications are suggested to mitigate hiring biases.

2. FULL AGENDA

of the BEYUNBI PROJECT FINAL

CONFERENCE

AGENDA

FINAL CONFERENCE

BEYOND UNCONSCIOUS BIAS

9-9:30H

WELCOME COFFEE AND REGISTRATION

9:30-9:35H

WELCOME SPEECH

by CEC European Manager's Director Olga Molina

9:35-9:45H

**INTRODUCTION TO THE EUROPEAN PROJECT BEYUNBI:
"Empowering inclusiveness in European leadership"**

by CEC European Managers's Secretary General Torkild Justesen

9:45-9:50H

WELCOMING WORDS

by the European Commission's Sectorial Social Dialogue Team Leader
and Project Officer Diana Cumprana

9:50-10:05H

DISTINGUISHED PANELIST

Sérgio Humberto, Member of the European Parliament (live from Strasbourg)
Committee on Employment and Social Affairs

10:05-10:25H

DISTINGUISHED PANELIST

Tamara Makoni, Brussels Binder, certified diversity, equity and inclusion specialist
and founder & CEO of Kazuri Consulting

10:25-10:35H

PRESENTATION ON THE MAIN OUTCOMES OF THE TRAININGS

by training's coordinator Barbara de Micheli, Fondazione Giacomo Brodolini

10:35-10:55H

ENGAGED PARTICIPANTS SHARE THEIR EXPERIENCE

Cinzia Melis (CIDA), Mikael Svålas (Ledarna), Linda Wallberg (Ledarna),
Michael Stenderup (Lederne), Capucine Edou (CGC-CFE)

27 NOVEMBER 2024
09:00 AM TO 12:00 PM
ACE EVENTS

AV. D'AUDERGHEM 22, 1040 BRUXELLES

AGENDA

FINAL CONFERENCE

BEYOND UNCONSCIOUS BIAS

10:55-11:20H

PRESENTATION OF THE MAIN RESULTS OF THE EU SURVEY
by the University of Southern Denmark postdoc, Lea Skewes (online connection)

11:20-11:40H

DISTINGUISHED PANELIST
Jowita Michalska, EU Digital Ambassador, expert on gender bias and AI

11:40-12H

**QUESTIONS
& ANSWERS**

12H

FINAL REMARKS
by CEC European Managers' President Maxime Legrand

**LUNCH
AT ACE EVENTS**

FIND MORE INFORMATION HERE:
beyondbias.eu