



**Press release
Paris, 2nd of July 2020**

**AmCham Recommendations on Corporate Inclusion:
A Social Imperative and a Measure of Success**

AmCham publishes its position paper on corporate inclusion, confident that it is a true social imperative as well as a guarantee of success for all levels of a company. It presents several recommendations for action addressed to both companies and public authorities.

Corporate inclusion is about addressing diversity through a work environment that ensures equity and equal access to opportunities and resources. It will be the key to a sustainable and responsible recovery in the post-Covid-19 economy because it contributes both to the performance of the company, and to its internal cohesion. This is demonstrated by the research carried out within the framework of this paper and the experiences of the companies approached in the process.

The result of six months' work in collaboration with ESSEC Business School, and through interviews conducted with several diversity and inclusion experts, this position paper puts forward **levers for action to open a new stage of inclusion policies in France**. It also gathers testimonials and best practices from AmCham member companies.

The paper offers 5 recommendations for companies and 2 proposals for the State. These concrete, actionable, and verifiable recommendations enable businesses to turn the challenge of inclusion into a competitive advantage on the one hand, and support the State in increasing the inclusive capacity of businesses on the other.

AmCham recommends that companies redefine their inclusion target, adopt both an ecosystem and continuous progress approach, combined to a measure of progress, and that they embark Senior Leadership as the driving force behind inclusion.

AmCham also advocates the State to make inclusive recruitment one of the levers of economic recovery and to reward through public procurement companies that can rise to the challenge of inclusion and diversity.

"Companies are at the heart of economic recovery and a key factor of social cohesion in order to overcome the crisis resulting from the recent shutdown of economies around the world. As an undeniable lever for growth and creativity, we wanted to show that inclusion is not a theoretical debate but an operational reality and an imperative necessity. It is a matter of implementing in our companies a dynamic, virtuous and sustainable "ecosystem" to make inclusion the norm in the work environment and in managerial practices," said Bijan Eghbal, President of AmCham since June 23rd 2020, for the presentation of the position paper.

About AmCham France:

AmCham represents companies committed to the transatlantic relationship. Founded in 1894 to promote economic exchanges between France and the United States, AmCham now brings together 250 French, American and European companies of all sizes and from all sectors of the economy. Independent of any government, AmCham helps bring new ideas to the public debate, especially to strengthen France's attractiveness.

In this perspective, AmCham includes numerous working groups that develop recommendations in the form of white papers and policy papers. As a platform for high-level meetings, AmCham regularly brings together business leaders, political leaders, and academic leaders. These



meetings give rise to in-depth debates and exchanges on economic, social, and geopolitical issues relating to the evolution of the transatlantic relationship. AmCham is committed to societal issues that are at the heart of its members' activities. Thus, AmCham conducts various projects around diversity, inclusion but also innovation.

Contact:

Louise Moulié,
Public Affairs and Government Relations Specialist, AmCham France
louise.moulie@amchamfrance.org
+33(0) 6-31-62-75-95