

PARTICIPANTS' REVIEWS



ANA-SIMINA PĂTRĂȘCOIU

Diversity & Inclusion Officer,
Raiffeisen Bank

Diversity and Inclusion concepts acquire practical context and connection with organizational KPIs, when accompanied by an exquisite learning experience. I graduated from the Workplace Inclusion Champion program, an experience that enlarged my horizon, both professionally and personally. By sharing own experiences and practices, D&I professionals and advocates generously preach what they practice, presenting best practices and modalities to overcome challenges. It's about being respectful, caring and honoring D&I, by appreciating the potential that different perspectives can bring into our organizations and our lives.



FLAVIA POPA

Secretar General, BRD Groupe
Societe Generale

I am grateful for the opportunity to participate in this program and meet so many interesting people. When I decided to attend, I was expected to discover and see things from different angles, but today I think was more than that: it opened my eyes and heart more to see the beauty and the value of diversity. It was a valuable learning experience that helped me gain new perspectives on how to foster a culture of equity, belonging and respect both in my workplace and community. I learned to recognize and address bias and discrimination and also to appreciate more the importance of inclusion. Honored to be part of the Workplace Inclusion Champion' community!



ESTERA ANGHELESCU

Recruiting & Employer Branding Director at Kaufland
România and Moldova

In the course of my everyday responsibilities, I encounter various situations that require understanding of diversity and inclusion. The Workplace Inclusion Champion program has been a revelation in this regard. It provided me with the opportunity to delve into crucial topics, which I believe are fundamental not only in a professional setting, but also in our day-to-day interactions. Each session broadened my perspective, and the approach of the program, blending relevant information with real-life cases, has empowered me to address diversity challenges more effectively and to find practical solutions.

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IOANA DOBRANICI

Learning and Development Specialist, PwC

Participating in the Workplace Inclusion Champion program has been an essential journey in a changing world, fostering my personal and professional development. Prior to it, I was aware of the importance of diversity, but the program opened my eyes, providing tools to understand its complexity and promote inclusion. The holistic approach to diversity, interactive sessions, and case studies contributed to a profound understanding of discrimination issues. Challenges in self-reflection and a focus on action developed practical skills and building a network of colleagues offered valuable perspectives. It was transformative, providing knowledge and commitment to a fair society. I am grateful for this inspirational experience.



STEFAN SFEATCU

Project Manager A.C.C.E.S. at Kaufland România and Moldova

Joining the Workplace Inclusion Champion program proved to be an enlightening experience for me. Exploring topics of such importance in each module, such as gender equality and disability, offered new insights and fresh perspectives. The mix of case studies, lectures and networking sessions enhanced my understanding and abilities in promoting and fostering an inclusive workplace. This experience not only enriched me professionally, but also deepened my personal commitment to diversity. I now feel better equipped to assist others in overcoming a variety of obstacles, whether they are physical, psycho-emotional, or beyond.



ELENA-AMALIA SANDU

HR Business Partner Sales, Ursus Breweries

The Workplace Inclusion Champion program is an essential tool for anyone trying to bring impactful change in their organizations regarding DEI. It combines information delivered in different formats with debates and sharing of experiences. I particularly enjoyed the facilitated sessions which brought in people, with first-hand experience with the topic. Both Dana and the facilitators managed to create a safe space in the workshops that created a sense of community. As we were people from different backgrounds it was a great opportunity to collect different perspectives. Also, the exercises and the final project were good challenges to encompass the received information in a way that applies to your particular scenario. I will for sure follow on to other projects from Carta Diversitatii.

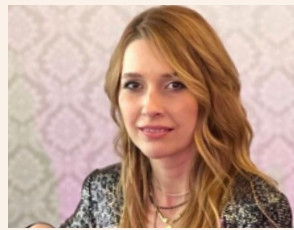
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CRISTINA TATH

Employer Branding Lead, Flex

Creating a diverse and inclusive workplace is no longer a 'want to do'; it's a must-have for every organization, and the Workplace Inclusion Champion Program is creating a map of how we can do this. The materials provided, the meetings with diverse personalities and examples of best practices are invaluable support for the creation of a long-term D&I strategy. Thank you, Dana and Romanian Diversity Charter, for this amazing opportunity.



GEORGIANA CIURBA

DE&I Ambassador, Heineken Romania

Joining the Workplace Inclusion Champion course was a great experience. Not only all the studies on Diversity, Equity and Inclusion are grouped all in the same place, but this course managed to bring together relevant voices for each presented topic, coming up with examples from their own experience, thus making you understand better different perspectives. Moreover, it's a fantastic opportunity to share and reapply the actions that worked well for other companies in Romania.



ANDREEA OPREA

Director Executiv, Asociația Pastel

Participating in the second edition was a transformative journey, enriching both my professional and personal perspectives on diversity and inclusion. The program's comprehensive approach allowed me to gain a deeper understanding of the nuances and importance of workplace inclusion. The interactive sessions were not only enlightening but also fostered a sense of community among participants, which I found invaluable. One of the key takeaways for me was the importance of empathy and active listening in creating an inclusive environment. The skills and insights I acquired have been instrumental in implementing effective diversity strategies within our organization, contributing to a more inclusive and harmonious workplace culture. I highly recommend the Workplace Inclusion Champion program to anyone seeking to make a meaningful impact in their organization. It's an investment in personal growth and the betterment of professional environments across the board. Thank you for offering such an empowering and insightful program. I look forward to the continued growth and success of this initiative.

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ADINA ALIONTE

D&I Lead & COS Transformation
Office & STX, Société Générale
Global Solution Centre

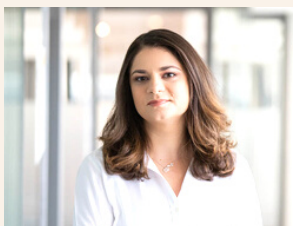
I had the privilege of being part of the first training group that accessed the Workplace Inclusion Champion Program. The level of knowledge of the trainers and the empathy, compassion and connectivity that was created during our follow up sessions were fantastic and proved once again how necessary were such knowledge sharing sessions! The materials provided were very well checked and accredited by different professionals around the world, bringing different perspectives, scientific studies and logical, economical and sociological arguments. I am very grateful for receiving this gift of knowledge and it already proved to be very useful in building a strong D&I strategy, plan and implementation! Thank you, Romanian Diversity Charter!



CORINA FRINCU

Ethics & HR Processes Partner,
Orange Romania

It was a fluid and natural journey among the D&I topics, near beautiful people who shared with passion and joy their achievements and ideas. I have learned a lot from their experiences, and I have acquired valuable knowledge from the seven blended-learning modules. The e-learning training modules are very well structured: areas of definitions, relevant examples and reports, study cases and recommendations for further reading. I have also appreciated the quizzes area that consolidates the info. Thank you for this extraordinary and complete learning experience!



ANA MARIA VOICU DOMŞA

Diversity & Inclusion Lead, EY Romania

The WIC program brought clarity and structure. It enabled me to look at D&I from a more strategical perspective. I was mostly impressed with the focus the program brings on practical guidance and clear examples that help you understand and further on apply D&I concepts. I very much appreciated receiving the tools that would enable me to create in practice a robust D&I work-frame for my organization. At a more personal level I am happy to have met absolutely amazing colleagues that continuously challenge themselves as well as amazing facilitators and mentors that supported us. I definitely encourage anyone who is passionate about D&I to go through the Workplace Inclusion Champion program.

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FLORENTINA NIȚULESCU

Global Employee Engagement Lead,
Heineken International

I have been participating in various development programmes throughout my professional experience and must admit that the Workplace Inclusion Champion programme was one of the most impactful.

It was beautifully organized by The Romanian Diversity Charter and Dana Oancea, who is inclusive and thoughtful and has brought to life a community eager to grow and develop in the area of equity, diversity and inclusion. Together with the speakers, they've managed to create that safe space where everyone felt comfortable to share, ask those difficult questions and be vulnerable.

I really appreciated the integrated learning journey that took us through all the important topics around DEI and brought light and understanding to what it really is, what is the impact, and what can we really do about it. And, maybe most important, it's creating a platform at national level where we start powerful conversations and bring more awareness. Loved it!



RALUCA DUMITRU

HC Business Partner Tax, Legal & People,
PwC

Participating in the Workplace Inclusion Champion was amazing. It's not just a learning opportunity; it's a program where participants feel encouraged and comfortable to interact and share their feelings. No other program I have experienced has provided me with such a broad knowledge, giving me the tools to approach this topic better. The added value came from the authenticity, high energy, and positive and thoughtful discussion during the sessions, from both the facilitators and colleagues. All the amazing personal experiences and stories really enhanced my perspective. Grateful that I was able to take part of it, the personal touch and communication style of each facilitator made the experience fulfilling.



ANA MARIA ALECU

T&OD Lead CZ, SK, HU Cluster, Philip Morris International

Being part of the Workplace Inclusion Champion has been a tremendously exciting journey, from the beginning to the end, due to the way the entire pathway was built – being able to have various topics from the D&I environment as a learning focus provided a broader perspective to what D&I actually stands for, benefitting of a blended learning approach, with an online platform where we could explore the content ourselves, then having regular meet-ups with the Champions community really strengthened the learning and adoption phase of the new elements. In addition to that, having a final assignment that would encompass everything we have learned throughout the program, and translating everything into a practical strategy complemented nicely the entire journey.

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MIRUNA VRINCEANU

Internal Communication Specialist,
Zentiva

The Workplace Inclusion Champion program was an useful experience for myself, as a Communication professional, and also as an individual interested in D&I topics.

The program combines very well the theoretical aspects of D&I (with lots of insightful studies and statistics) with a more practical approach, as each module finalized with an interactive workshop. The best part of the program was learning from the other more experienced participants and from the facilitators and mentors, who shared their best practices and experiences regarding the discussed topics.

I am glad I had the opportunity to take part in the first edition of the program and to meet such an interesting and wonderful community of professionals dedicated to bringing D&I closer to all of us.



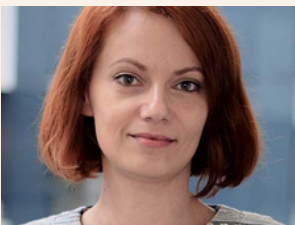
LAURA POPA

CSR Coordinator, Edenred Romania

I'm happy for the opportunity of being part in first edition of Workplace Inclusion Champion program designed by Carta Diversitatii. This program is one of the most meaningful trainings I had and helped me learn and understand the complexity of D&I, one of the best learning experiences.

I highly recommend it, not only because it covers all aspects of D&I, it has outstanding resources that can be used and comes with relevant examples, but also because after each module we had workshops with a specialist on the topic. A lot of meaningful insights, a lot of sharing between the participants.

I perceived it more than a training but as a first step of being part of a community, sharing experience, helping each other.



LAURA BADIU

Laura Badiu, Diversity Manager BCR

The Workplace Inclusion Champion (WIC) provided me with the perfectly balanced combination of theoretical resources, practical tools and a well-structured mentorship framework. I liked the blended learning approach, as well as the fact that WIC addressed the most relevant/topical D&I subjects, from the interconnection between diversity and sustainability to gender equality. The program advocated for a strategic approach in driving the diversity agenda, at the same time offering guidance for tackling D&I issues in our companies. WIC trainers helped us to better understand the daily challenges of a person with disabilities or a minority representative and what makes a workplace really inclusive. Last but not least WIC and Romanian Diversity Charter helped us building a D&I community where Ambassadors and Diversity Experts across industries can share ideas, information and best practices.

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NATALIA LAZĂR

Country HR Manager, Eaton

At Eaton, we aspire to be a model of inclusion and diversity in our industry, so when I heard about Workplace Inclusion Champion, I was more than happy to sign in.

Championing inclusion and diversity across our business, at every level, everywhere is each of us role and I was proud to see that in Romania we have great initiatives in place to shape our society to become more inclusive.

Diversity takes many forms, and this makes life beautiful. Let's aim to be an inclusion model for others to follow and make the others feel that they are valued for what they are.

If you want to learn more about Inclusion and Diversity – Workplace Inclusion Champion program – is the right place to be, you will find great examples how to do it and a great team to support you.



MONICA BANU

Human Resources, Learning & Development Manager, Holcim

The Workplace Inclusion Champion Program was, for me, both a learning and a life-changing experience. Beyond the chance to understand the complex ecosystem called Diversity & Inclusion, I also had the opportunity to meet extraordinary people. I now feel more confident to speak up and bring D&I to the management agenda. This program should be a must for every people practitioner.



GEORGIANA FLĂMÎNDU

Diversity & Inclusion Lead, Renault Group Romania

Workplace Inclusion Champion is one of the most interesting training programs I have participated in. It ensures the perfect mix of information, case studies, experiences, speakers and combines very well the ways of learning: online supports, videos, meetings. Besides the very good structuring of the training modules, I had the opportunity to share with my colleagues in charge of D&I topics from other companies in Romania the good practices. Thank you very much to Dana Oancea for this program due to which I feel today more prepared to approach in my company the D&I topics.



CRISTINA RADA

D&I Ambassador, Steelcase

I was one of the privileged participants of the first edition of WIC program. For me, the best outcome of the program was having the opportunity to connect and learn from peers passionate about DEI and with trainers and mentors that have an extensive experience with implementation of DEI programs in various environments. This program opened my eyes in areas that I was not aware about before and motivated me to become a true supporter of inclusion in the workplace. Not all organizations in Romania are at the same level from an inclusion perspective, but I believe in the concept of "start small and learn quickly", which can be applied by all of us to make this world a better one.