

The power of gender diversity

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87%

**of millennial females say
D&I policy is important**



McKinsey
& Company



20%

**better financial performance
for gender diverse firms**



47%

**of the workforce is made
up of women**

...and yet only

23%

**of board roles are held by
women in FTSE 250**



1. Menstruation

23%
taken time
off work

2. Infertility

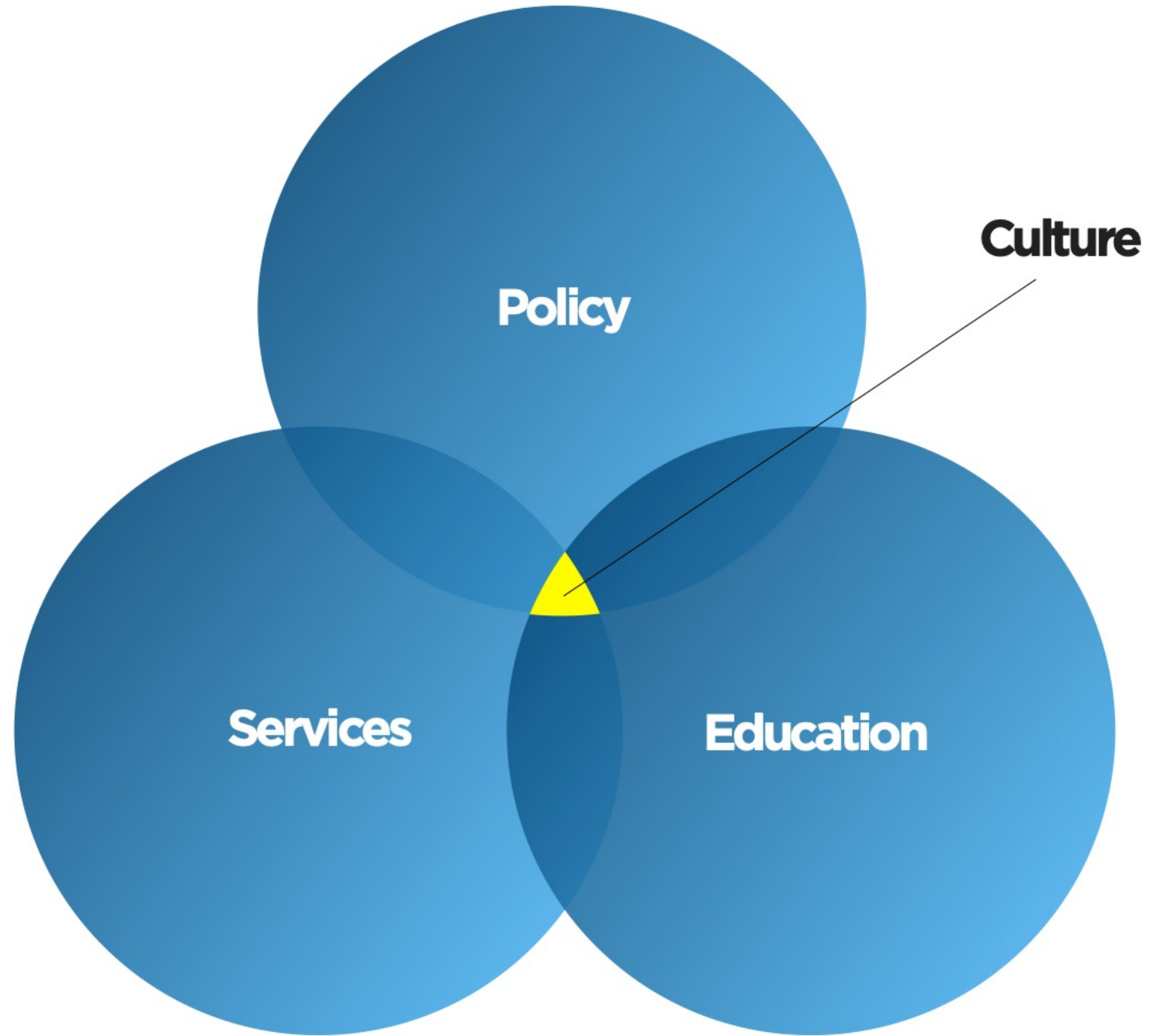
90%
experience
depression

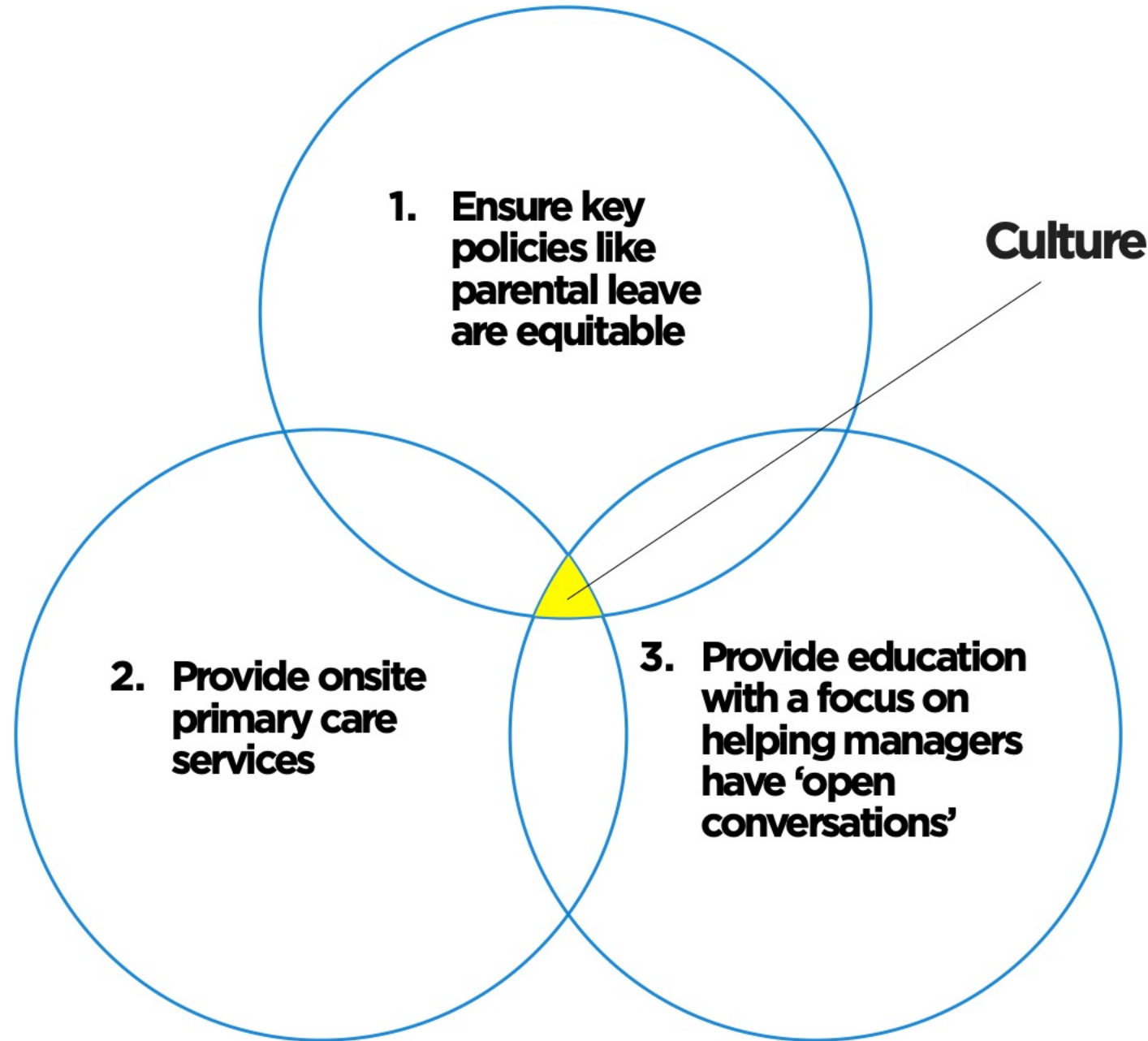
3. Pregnancy

44%
drop in
earnings

4. Menopause

42%
impacted
performance



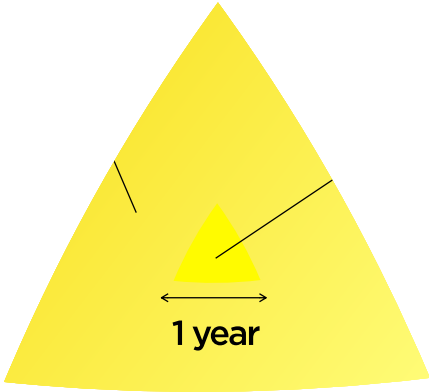




1. Start with leadership

If top execs support your agenda, employees are nearly **twice as likely** to report improved health.

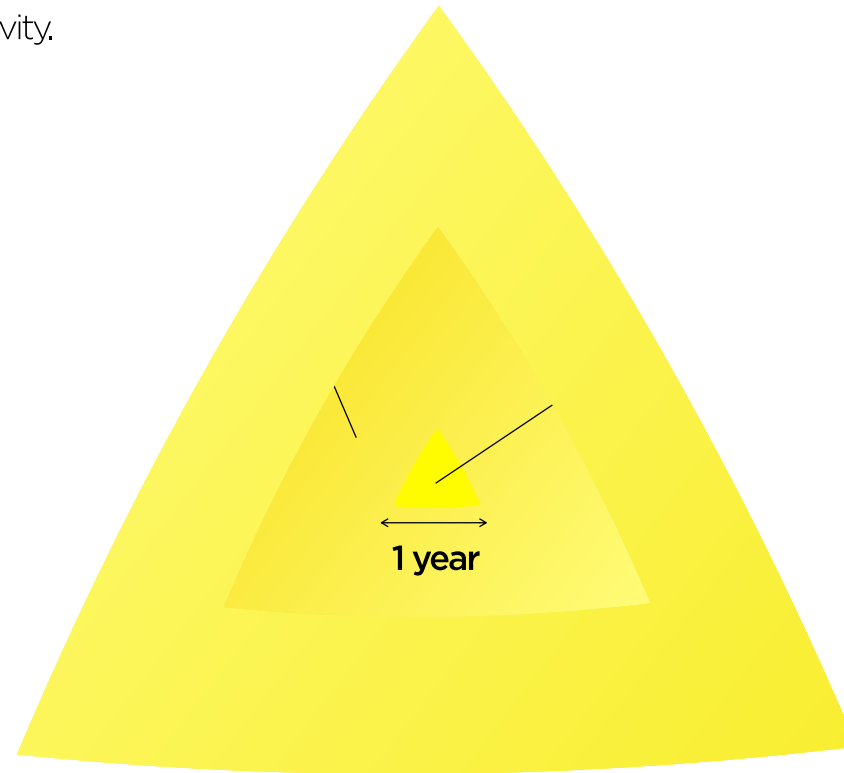
Help employees mobilise through employee interest groups and **workplace events** aligned to broader cultural events and activity.



as likely
to report improved health.

Place events aligned to
broader cultural events and activity.

Key demographic who **hold biggest net
influence**. Encourage them to **exemplify
the right behaviours** through education,
clear process and signposting to support



Media Company



**Primary care
onsite services**

**Saved £400k
through time
efficiencies**

**Used savings to
subsidise other
wellbeing services**





*Focus is on parity,
not gender*

50/50
by 20XX

*Provide onsite
smear testing
and family
panning*

*Augment female
support with
onsite mental
health services*

