

Building a diverse and inclusive workplace for everyone

Speakers:

- **Astrid Gunawan, Head of Business Management**
- **Patricia Suardi, Head of Enterprise Risk**
- **Gina Virginia, Country IT Cloud Lead**

[Text on screen] At HSBC, we are focused on building our senior female representation globally and becoming more gender balanced across all areas and levels where everyone has the opportunity to grow. Here are some stories from our colleagues in Indonesia.

[Astrid] My name is Astrid Gunawan. I am currently the Head of Business Management for Wholesale Banking. I joined the bank 18 years ago as a graduate trainee.

[Patricia] My name is Patsy. I have been with the bank for more than 11 years and I'm currently work in Risk function as the Head of Enterprise Risk.

[Gina] I'm Gina, my role is Country Cloud Lead under Digital Business Services in HSBC Indonesia.

[Text on screen] What does equity mean to you?

[Patricia] Having acknowledged that every individual is unique and being respectful on those differences.

[Text on screen] What is the difference between equity and equality?

[Astrid] Equality is about creating the same opportunities or giving the same resources to everyone. Equity goes beyond that. It recognizes that not everyone has the same starting points. Some people face obstacles and challenges that others don't maybe due to disability, gender, economic situation. And this is why equity becomes more important because instead of giving the same resources to everyone, we allocate the exact amount of resources and we create opportunities that are needed so that everyone has a fair shot at success.

[Text on screen] Why is embracing gender equity important to you?

[Gina] I trust that as human being, everyone should have access to the same opportunities and treated equally. Having more diverse environment, we can value and respect other's perspectives and experiences.

[Text on screen] What are you committing to do this year to embrace gender equity?

[Patricia] I will embrace equity by leading with inclusions, by being fair and making others feel like they belong. By doing what is right.

[Text on screen] What do you think about female empowerment in HBID?

[Gina] I think the fact that HSBC Indonesia celebrates International Women's Day speaks by itself. Also, during my tenure in Technology function which majority consists of men, I have never felt excluded or treated unfairly because of my gender. I receive the same opportunities and challenges with my other colleagues.

[Text on screen] What action can we all take to create a more inclusive working environment for all?

[Patricia] We can start by respecting each other, supporting each other and listening to feedback so that everyone will feel equally involved.

[Text on screen] How do you balance your personal development at work and effectively managing your role in the family?

[Astrid] To be honest this is still an everyday challenge for me too. I think everyone agrees that there is never enough time. But life is all about choices, and our career and development is our responsibility to define. So, although it is hard, we have to prioritize to make time for what we think is important. Don't forget to also make time for ourselves.

[Text on screen] What is your advice to the younger version of yourself?

[Gina] Be open minded. Continuously learn and unlearn. Respect processes and learn from experience of others.

[Patricia] Always have an open mind, to have confidence and believe in your self-work.

[Astrid] Looking back many times in the past, I passed on opportunities because they're beyond my comfort zone, because I was too scared to fail, because someone advised me to do so. So, my advice to the younger version of me is to be more gutsy, more adventurous, and at one point, I think I just need to let go of anyone's advice and just do what feels right for me.

[Text on screen] We all have a responsibility to drive a diverse and inclusive workplace for all, and truly open up a world of opportunity for everyone.