

## Deloitte Women in Leadership Resilient. Inspired. Valued.

Deloitte Women in Leadership (DWIL) oversees the firm's strategies and policies relating to the advancement of women to senior levels.

DWIL's key strategic goal is to increase the number of women at senior leadership levels within Deloitte. Through various initiatives and by hosting selected events, it aims to attract, develop and retain talented women in Deloitte and also provides a platform for business women in South Africa to connect.

DWIL has regional representation in all our Deloitte offices country-wide and senior female leaders from each service line and region serve on the national DWIL committee.

### Recent DWIL events/initiatives include:

- Performing a comprehensive "Establishing a fact base" campaign where DWIL interviewed more than 200 females in the firm from manager up to partner/director level. The feedback which was collated during this process informed (and continues to inform) DWIL's action plans
- Hosting various networking events between female staff and business women in South Africa
- Hosting an event to support the fight against violence and rape against women and children in South Africa
- Hosting various Women's Day events for our female staff
- Running an internal role model campaign whereby some of our female leaders in the firm hosted our female talent at coffee sessions and shared their lessons learnt from the trenches
- In collaboration with Talent & Transformation, pioneering and introducing Maternity Transition Coaching in South Africa for our female management body
- Hosting DWIL networking events at the annual Leadership Summit for all female partners and directors of Deloitte Africa
- Hosting career-path planning sessions for our female partners and directors
- Hosting Work-life integration breakfasts to discuss and explore this complex issue with our staff.

DWIL also actively participates in the empowerment of women in the South African economy.









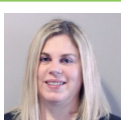



### Contact

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You can also visit us on [www.deloitte.com/za](http://www.deloitte.com/za) by following the links to the Deloitte Women in Leadership page under the "About" section.

The members of the Deloitte Women in Leadership National Committee are:

	<b>Sudasha Naidoo</b> Chairperson and Taxation Services: Johannesburg		<b>Anthea Scholtz</b> Western Cape
	<b>Justine Mazzocco</b> Exco Sponsor		<b>Anne-Marie Liebenberg</b> Pretoria
	<b>Nisha Dharamlall</b> Corporate Finance: Johannesburg		<b>Kerry Naidoo</b> Clients & Industries
	<b>Zama Dlamini</b> Risk Advisory: Johannesburg		<b>Shelly Nelson</b> Audit: Johannesburg
	<b>Lynn Roux</b> Talent & Transformation		<b>Heidi Scorgie</b> FIST: Johannesburg
	<b>Gill Hofmeyr</b> Consulting: Johannesburg		<b>Kimmy Singh</b> KwaZulu-Natal & Port Elizabeth

"There is no doubt that a diverse gender and racial team produce a better result. Males and females think differently. We have definitely realised this and celebrate it, rather than trying to make everyone the same. I think that this has been critical in our success recently, as a diverse professional service firm."

Trevor Brown: Chairman of the Board – Deloitte Southern Africa and Male DWIL Sponsor

"We at Deloitte have long understood that for women to be accelerated in the workplace, change has to be driven from the top. We regard women's empowerment as among the cornerstones of our business – endorsed at the highest level in the firm. By 2020, we aim to achieve 51% black ownership and at least 40% female ownership."

Lwazi Bam: Chief Executive Deloitte Southern Africa