

Deloitte.



Deloitte Women in Leadership Africa
Every opportunity matters

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Deloitte Women in Leadership (DWIL) Africa oversees the Firm's **strategies, policies, processes and inclusion practices** relating to the **advancement of women to senior leadership levels**.

It serves as an **advocate** for Deloitte women in the Africa Firm, by:

- Acting as a **soundboard** to various stakeholders on issues affecting women within and outside the Firm;
- Proactively **identifying the barriers to advancement** faced by women and **highlighting** these **to executive leadership** in order for these matters to be proactively addressed; and
- Ensuring that through proper **inclusion practices** at the Firm, women are **attracted** to Deloitte, **retained** and **advanced** by Deloitte, and given a voice at the right decision-making tables.

The **DWIL Africa Committee** comprises senior female leaders, the majority of whom are Partners/ Directors. Each DWIL Africa member represents a service line or region of the Africa Firm. Collectively, the Committee members have over 200 years of service at Deloitte, which enables them to serve as a **powerful strategic catalyst** on issues affecting the advancement of women at Deloitte.

The Committee also provides a **platform for business women** in Africa to connect and seeks to raise awareness of how inclusion can positively contribute to business performance.



Trevor Brown
Chairman
Deloitte Africa

"There is no doubt that a diverse gender and racial team produces 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, as a diverse professional service firm. The firm has been an exemplar over the last 35 years of getting things right before others do. For me, there are no glass ceilings."



Lwazi Bam
Chief Executive
Deloitte Africa

"We regard women's empowerment as being among the cornerstones of our business – endorsed at the highest level in the firm. Our commitment to our female talent remains steadfast. We will continue to support our top female talent by providing them with a distinctive talent experience – through offering challenging and rewarding careers and world-class leadership learning experiences, and continue to focus on developing and growing this very important talent pool with the aim of ensuring their success through the ranks of leadership."

DWIL Africa initiatives include:

- Performing a comprehensive **"Establishing a fact base"** campaign whereby DWIL interviewed more than 200 senior females in the Firm to understand how they experience working at Deloitte. The information collated through this process was used to progress women's advancement in the Firm.
- Hosting various **strategic engagements** across the continent between female leaders at Deloitte and key female clients and targets.
- **Our eastWIN initiative, a women's empowerment forum** in East Africa which equip women with leadership skills.
- eastWin female leaders participating in the **Young African Leaders Initiative (YALI)** as **mentors** as well as in the Global Give Back Circles initiative which aims to empower high school children.
- Establishing a **Deloitte Africa Business Book club** for female staff to enable them to grow within the Firm, as professionals and as leaders.
- Running an **internal role model campaign** which enabled senior female leaders to host our female talent at coffee sessions and share their lessons learnt.
- In collaboration with Talent & Transformation, pioneering and introducing **Maternity Transition Coaching** in South Africa for Deloitte's female management body to assist them to make a more seamless transition back into the workplace after maternity leave.
- Hosting an **annual flagship strategic engagement** for all Africa female Partners and Directors to connect and network.
- Hosting **career-path planning sessions** for our female Partners and Directors.
- Hosting **work-life integration breakfasts** to explore this complex issue and breakfasts to explore this complex issue.
- Developing a **Deloitte Africa Female Sponsorship Programme** whereby senior leaders in the Firm will connect with, and serve as sponsors for top female talent, to develop them to Partner/Director level and/or other senior leadership positions in the Firm.
- **Hosting Women's Day events** for all staff. Supporting a campaign which provided school girls in South Africa from disadvantaged backgrounds with sustainable sanitary ware, to improve their attendance at school.
- Hosting an engagement with key female clients **to support the fight against violence and rape against women and children in South Africa.**
- Deloitte also partnered with the Department of Trade and Industry (the dti) and BPW South Africa to provide a **"Women on Boards"** training programme, to equip senior female leaders in South Africa with the skills to serve as board members.
- Engaging our female leaders across the continent on the challenges of **work-life integration** and ascertaining their **top three practical tips** of how they are effectively managing the demands of their personal and professional lives.
- Hosting a **Courageous Conversations engagement** with the female Associate Directors (AD) and senior leadership. At this engagement the AD body raised the key career challenges they experience, with senior leadership, and these were then collectively brainstormed for solutions.
- **Supporting initiatives** to provide school girls from disadvantaged backgrounds with sustainable sanitary-ware, to improve their attendance at school and their ability to successfully complete their education.



Sihlalo Jordan
Deputy Chief Executive
Deloitte Africa

"I understand and appreciate women's expanding influence as consumers and as decision-makers. As an African firm, we recognise that gender diversity at the most senior levels in our firm will lead to enhanced competitiveness, improved business performance, strengthened corporate governance, improved talent management, and enhanced client engagement capabilities. As a leader in Deloitte Africa, I commit to confronting limiting attitudes towards women's advancement and to ensuring gender diversity remains a top priority for our firm."

Deloitte Women in Leadership Africa Committee



Anthea Scholtz
DWIL Africa Chairman
Western Cape, Port
Elizabeth and Namibia



Madalo Mwenelupembe
Central Africa



Doreen Mbogho
East Africa



Ellen Fayorsey
West Africa



Sudasha Naidoo
Taxation Services
Johannesburg



Shazia Moola
Audit
Johannesburg



Nisha Dharamlall
Corporate Finance
Johannesburg



Lerato Sithole
Business Process
Solutions
Johannesburg



Tumelo Seaketso
Consulting Johannesburg



Kumeshnee Singh
KwaZulu-Natal and
Mozambique



Kavita Vanmali
Pretoria



Kerry Naidoo
Executive Office, Partner
Matters, Corporate
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Johannesburg



Michele Townsend
Risk Advisory
Johannesburg



Shaori Ajodha
Talent & Transformation,
GIS, Finance and
Operations



Hannah Edinger
Clients & Industries



Mike Jarvis
Chief Operating Officer
Deloitte Africa

"The advancement of top female talent at Deloitte remains critical to our business success and prosperity in Africa. I personally commit to ensuring that the skills, experience, values and wisdom of our female talent play an integral part in our journey to undisputed leadership. I will do this by setting the tone, building a supportive environment – one that eliminates conscious and unconscious bias, and providing our female talent with every opportunity to add value to our business, to be successful in their careers, and to contribute to Deloitte and Africa's growth story."

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