







Diversity & inclusion, Life at Nuance

Nuance signs Diversity Charter Ireland and commits to diversity, equality, and inclusion in Europe

Life at Nuance

December 20, 2021



At Nuance, we believe our differences make us stronger, and this month, we proudly signed the European Union (EU) Platform of Diversity Charters in our EMEA region, demonstrating our commitment to diversity. This personal account explains why signing this charter is a significant moment for us and what it means going forward.

Christine Carty is a Senior Principle People Business Partner in our People Team. Based in our International HQ in Dublin, and has worked in Nuance for over two years, helping our leadership teams across the world to deliver our people agenda in the EMEA region. She has an MSc in HRM as well as a BSc in International Business, which drives her passion for a whole person approach to people management. She is deeply committed to Diversity and Inclusion initiatives and leadership development. Outside of work, she likes to read fiction, keep fit and travel.

Our diversity story at Nuance entered a new chapter this month when we took our first step with the European Union (EU) Platform of Diversity Charters in our EMEA region. We signed the charter in Ireland, where our international headquarters is located, along with six other organisations. While our engagement with diversity and inclusion in Nuance is well established, we felt engaging internationally with the charters was the next natural step.

Over a decade ago, the EU platform of Diversity Charters was established by the EU commission with the aim of fostering a conversation around diversity and inclusion in organisations of all shapes and sizes in the EU member states. This complimented the long-standing philosophy of the EU Commission: to foster and promote an inclusive society with diversity and inclusion at its core. By signing Diversity Charters and participating in their activities, we commit to create and maintain an inclusive work environment for our employees, regardless of gender, ethnicity, religion, age, disability, or sexual orientation.

"At

The message across all signatories and speakers at the event was clear: diversity and inclusion is a personal journey, and we must be brave and continue to push the dial. In fact, Minister for Justice Helen McEntee, who made history in 2020 as the first female women of office in Ireland to take Maternity Leave, put it best when she said we should not be afraid of being "A first that happens." To paraphrase the Irish 20×20 initiative around women's participation in sport, "you can't be what you can't see".

We are privileged in Nuance Ireland to have a strong co-site leadership between Caroline and Fergus, Vice Presidents in their respective areas with an international remit. They both embody and instill a message of diversity, equity, and inclusion (DEI) across their teams in their everyday work. Here's what Caroline and Fergus said when I asked them what diversity and inclusion means to them:



Nua nce, our cult ure is built on our com mit men t to eac othe r, our com mun ities, and the worl d. Our diffe renc es bot h defi ne and unit e us. Wha tΙ love abo ut Nua nce is that we are com mitt ed to putt ing dive rsity inclu sion

and

equi ty at the core of our busi ness activ ities and crea ting а cult ure and envi ron men t whe re our emp loye es can brin g thei r auth enti C and who le selv es to wor k." -Car olin e, VP Fina nce, Inte rnat iona Ι



"I was reall y privi lege d to be part of the Dive rsity Charter Irela

nd pres . enta tion, and to see Nua nce take lead on dive rsity in Euro pe. Ther e was grea t part icipa tion fro m our emp loye es in Dub lin – thei atte nda nce also dem onst rate S how imp orta nt this is to the m and how signi ng this char ter has bee n emb race d by the tea m. This com mit

men

t cou pled with our emp loye e's stro ng eng age men sho W that dive rsity is a top prio rity for our orga niza tion. Ferg us, Vice Pres iden EME Deli very

When I consider all the great strides we have made on our own inclusion and diversity journey at Nuance, it is with excitement that we take this leap in our diversity story. Our employee-led resource groups – "Nuance Networks" – provide an avenue for our employees to engage with an area of diversity that they are passionate about. We offer virtual learning opportunities from both internal sources and external speakers on diversity topics that educate employees at all levels of the organization. Our Talent Acquisition team also focuses on recruitment methods to promote a diverse candidate pool and our policies continue to evolve to take into consideration the needs of our population.

For us in Nuance, taking this next step means we are enhancing our diversity, equity, and inclusion conversations globally, with a deeper engagement in the European context within our Nuance Networks and our organization. While this is not a new conversation for us, nonetheless, it will provide us an avenue to understand thought leadership on DEI initiatives through a European lens and ensure another layer of accountability in tracking our progress.

Tags: Diversity & inclusion

More Information

Join Team Nuance!

We are always looking for special people like yourself to add new ideas, skills, experiences, and backgrounds to our organization. Apply for a job today.

Learn more