Clear message of support for women at SPIE

Diversity Day 2023

This year on Diversity Day (23 May), SPIE demonstrated the importance it places on diversity and equal opportunities at an in-depth discussion held in Ratingen involving the Management Board and representatives of SPIE's internal women's network, So'SPIE Ladies. The network members summarised what had been achieved so far and outlined future activities supporting equal rights and the advancement of women.



'Many studies have shown that diversity in teams results in a broader range of skills and contributes to a company's success,' said Paula Guesnet, pilot of So'SPIE Ladies. The representatives of So'SPIE Ladies discussed the network's action plan for this year with the Management Board. The planned activities include round tables on diversity issues and a mentoring programme for high-potential women.

'An important outward signal is the Top4Women certificate, which is awarded to employers with gender-equitable career opportunities. In 2023, SPIE received it for the seventh time,' Guesnet said. The certificate is awarded on the basis of a comprehensive online assessment and interviews with women in the company. In addition to the ratings it provides for existing measures, the initiative follows up with recommendations for improvement.

The Management Board affirmed its continued support for the work done by So'SPIE Ladies. Markus Holzke, Managing Director / CEO of SPIE Deutschland & Zentraleuropa and sponsor of the network, underscored the importance of equal opportunities for all in ensuring that SPIE can remain a competitive company and an attractive employer.