



Supplier Diversity Europe

Membership Details 2011

Introduction

This document introduces Supplier Diversity Europe and the benefits and services available through membership. A new element to the programme is the supplier diversity scorecard and Standard which is being launched in September 2011.

About Supplier Diversity Europe

Supplier Diversity Europe is establishing best-in class supply chain development programmes in Europe.

We achieve this by fostering co-operation between multinationals, large companies, public and not-for-profit bodies and small and medium enterprises, the latter of which are frequently owned and managed by underrepresented groups.

Membership of Supplier Diversity Europe is available to large purchasing organisations who are committed to working towards the achievement of supply chain diversity, in Europe, within the context of European legislation and culture. There is an annual fee for one of two types of membership and an associated package of membership benefits, with optional support services available on a fee-per-service basis.

We are also launching a score card that leads to the achievement of the SDE Standard. This aims to highlight and record levels of achievement in progressing supplier diversity within and across European countries. As part of this initiative we will work with companies as part of our membership service to bring them, within one year, to a position where they can apply to be assessed for the SDE Standard. Further information is provided below.

Supplier Diversity Europe engages with business intermediary organisations and small and medium enterprises (SMEs), particularly those majority owned and managed by people from under-utilised groups. There is no fee charged to SMEs for participation in SDE activities.

Supplier Diversity Europe is an initiative delivered by the Migration Policy Group (MPG) which is based in Brussels. The programme is run from London.

Supplier Diversity Membership Fees and Services

Membership of Supplier Diversity Europe delivers a range of benefits and services.

Membership Fees for 2011 are as follows:

- Silver Membership: € 2,500
 - Fee-per-service € 680 per day
- Gold Membership: € 10,500

The assessment (by the use of a score card) and accreditation service leading to the Euro-class SDE Standard is available at €2,000 for members (and €5,000 for non-members). Please contact us for further information and details.

Below further details are provided on the services and benefits of the different levels of membership.

The items listed under the 'Additional Services' sections below are available on a fee-per-service basis and quotes can be provided upon request. If you would prefer to obtain additional support through a secured number of days rather than receive a separate fee-per-service quote, a Gold Membership is available.

Silver Membership: The range of membership activities are summarised as follows:

Membership start up, initial SDE assessment and capacity building: this includes:

- Initial discussion to explore individual company requirements and to agree a customised package for each member.
- Organisational review and assessment using the SDE Supplier Diversity Benchmark, this will score your organisation against good practice and review your existing activity.
- This will be delivered through a review of documentation and a face to face meeting, including, where appropriate, a short SDE workshop involving key staff.
- Production of SDE benchmark and recommendation report, this will follow on from the SDE benchmark review. The recommendations will be tailored to where your organisation is in relation to Supplier Diversity activity.
- SDE Toolkit and Starter Pack

Access to Supplier Diversity best practice and knowledge sharing opportunities

- Attendance at one full membership Supplier Diversity Workshop to share knowledge and information regarding best practice with other members and partners.

Access to Supplier Diversity information

- Collated case studies on good practice and lessons learnt in conjunction with SDE members and other organisations and share them with the membership.
- Member-specific Supplier Diversity newsletters and updates, including updates to the Supplier Diversity Europe Handbook.

Development and leadership opportunities relating to Supplier Diversity

- Invites to the European Supplier Diversity Forum roundtable discussions on supplier diversity in London, Paris, Berlin and Amsterdam.
 - Opportunities to act as “Ambassador” for supplier diversity by speaking at and participating in procurement and other events.
 - Work with SDE to create a socio-economic impact review on supplier diversity to measure its impact on the wider society.
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Additional Fee-For Service Work

SDE can also undertake the following tasks on a fee-per-service basis for silver members including, for example:

Capacity building

- Provide support in relation to the delivery of recommendations and general activity to ensure that supply chain development activity is maintained throughout 2011.
- Provide a workshop to help company develop and progress recommendations, this will include the production of a company action plan to outline how the company can progress the recommendations and their own specific programme of activity.
- Training in supplier diversity: we will provide master classes, briefings, seminars, large or small group workshops and one-to-one training for procurement, CSR professionals, senior management, economic regeneration and equalities/diversity staff from within large purchasing organisations.

- Provide support to raise capacity of existing staff or new recruits to develop and deliver supply chain development activity. This could include staff engagement programme, with training and development or internal briefings as well as mentoring and day to day support.
- Increase understanding of buyers as to the barriers and issues faced by underrepresented SMEs.
- Work with members to use the SDE toolkits and adapt them to their business needs.

Supplier Relations and Development

Match-making services:

- Provide members with hands-on support work on various aspects of the implementation of supplier diversity, including developing information on and links with relevant underrepresented businesses.
- Identify underrepresented potential suppliers who may be suited to meet the buyers' requirements via SDE networks and the internal SDE Database.
- Facilitate business meetings which would be tailored to meet the buyers' needs..
- Provide assistance in developing systematic metrics to measure success and gain feedback from underrepresented SMEs, e.g. via roundtable feedback sessions.

Supplier Development and Mentoring:

- Improve members' knowledge and understanding of their current supply base through a supplier self identification process to determine: 1)how many underrepresented SMEs exist within their current supply base, 2)how much they spend with these SMEs and 3) a breakdown of which underrepresented group(s) the suppliers come from.
- Work with members to create their own mentoring programmes for existing SME suppliers to enable their growth and development.
- Provide direct support and capacity-building training to potential suppliers from underrepresented groups them to become 'contract ready'. The focus would be to develop their understanding of the demands and requirements of the member organisation or to be able to respond specifically to actual RfPs and contract opportunities. This can be offered as either workshop training, Roundtable events or individual support
- Provide direct support and capacity-building to existing suppliers which are underrepresented SMEs.

These services can be provided on a fee basis of €680 per day.

Gold Membership

Includes all Silver Membership benefits: Gold Membership also includes:

- 11 days of hands-on implementation work – SDE to provide ‘additional resource’ to the procurement team of hands-on work on implementation of supplier diversity:
- Facilitators will use the benchmark to help prioritise the LPO’s goals with an emphasis on internal work.
- Training in Supplier Diversity: SDE will provide master classes, briefings, seminars, large or small group workshops and one-to-one training for procurement, CSR professionals, senior management, economic regeneration and equalities/diversity staff from within large purchasing organisations.
- Measuring Opportunity: SDE can also measure LPOs businesses in order to find out if they are widening the applicant base to include more under-represented suppliers.
- Access to potential underrepresented suppliers, through our contacts with disability, women, minority ethnic and lesbian, gay bisexual and transgender (LBGT) organizations and our partners.
- Assistance in helping members develop their own supplier diversity databases, from a strategic perspective, and with the assistance of our partners.
- Assistance with supplier diversity programmes in France and other parts of mainland Europe.

On the basis of the above we will develop a Gold Membership plan and schedule customised to each member’s requirements.

SDE Scorecard and Euroclass Standard

Accreditation

SDE have developed a Supplier Diversity scorecard and Standard which is being launched in the early part of 2011. This is aimed at helping companies and organisations assess progress they have made on supplier diversity.

This evaluates progress made by companies and organisations using a scorecard with success leading to the Euroclass SDE Standard that companies can utilise to highlight their achievements in this area. A logo will be supplied for companies to utilise. The Standard will be independently assessed against agreed criteria. This includes both elements of self-assessment and external assessment. The Standard process is overseen by an expert oversight Board who have considerable knowledge and experience in this area.

The benefits of the Standard will include helping companies and organisations assess progress they have made on supplier diversity, highlighting achievements and good practice and identifying the business benefits.

Delivery of membership services

If you decide to become a member you will be assigned a key contact from Supplier Diversity Europe for your membership package.

The SDE key contact will be your main point of contact for all day to day matters concerning your membership package and they will ensure that the provision of services is in line with your requirements.

Through an initial meeting we will undertake the SDE/ Crème Supplier Diversity Benchmark to support the development of your tailored assessment and recommendation report.

Contact

For more information, to discuss membership options or tailored packages of support in more detail please contact:

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