

Page: Submitter's Information
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Page: Achievement Award
Category Best Diversity Initiative
Chapter Name ACC Singapore
Chapter Size Mid-Sized (301-850 members)
Entry Title Empowering and Equipping Girls and Women Workshop on Key Employment Rights

Entry Description

I am honored to submit this nomination for the Association of Corporate Counsel's Singapore Chapter for the Best Diversity Initiative Award. The chapter's exceptional event on 2 July or 2022, "Girls Empowered - Be Your Best: Negotiation Skills," demonstrates their strategic and successful development of a program that was developed by a minority segment of our membership and targeted a minority segment of our community with outstanding results. The ACC members that contributed to the the planning, development and presentation of the workshop include Nathalia Lossovska, Sujata Kukreja, Hwee Ping Chua, Lily Tsen, Aileen Fun, Emily Throop, Hwa Jiunn Gan, and Maree Myerscough (see the first attached picture of our volunteers - wearing masks).

The chapter's collaboration with United Women Singapore to deliver this workshop on key negotiation skills, employment law, employment contract key clauses and basic entitlements, ending employment, negotiation: equitable income & benefits, personal values vs. professional values, goal setting, negotiating growth opportunities, and negotiating alternative work arrangements to a group of girls in their final years of studies across various polytechnics showcases the chapter's commitment to empowering and uplifting young women.

The "Girls Empowered" workshop was thoughtfully designed to address the specific needs and challenges faced by girls entering the workforce. By focusing on negotiation skills and employment-related topics, the chapter recognized the importance of equipping these young women with the tools and knowledge necessary to navigate their future careers successfully.

The success of this diversity initiative is evident in the overwhelmingly positive feedback received from participants. The workshop received an average rating of over 4.5 on a scale of 1 to 5, with one participant even going as far as stating that it "changed my life." See attached email. Such high praise demonstrates the workshop's profound impact on the attendees, validating the Association of Corporate Counsel's Singapore Chapter's dedication and efforts in delivering a truly transformative experience.

The content of the workshop was carefully curated to provide comprehensive and practical information. The participants gained valuable insights into negotiation techniques, understanding their employment rights, deciphering key clauses in employment contracts, and negotiating equitable income and benefits. The chapter partnered with a local sponsor law firm (Bird & Bird) to provide Singapore specific employment law expertise. Furthermore, the session on personal values vs. professional values and goal setting helped the girls navigate the complex dynamics of the professional world, fostering a sense of confidence and self-assurance. Finally, the workshop also included Role Play Activities that allowed the participants to practice these new skills in a low-risk environment.

The Association of Corporate Counsel's Singapore Chapter's initiative not only empowered these young women with negotiation skills but also served as a platform for cultivating diversity and inclusion within the community. By partnering with United Women Singapore, a well-respected organization focused on women empowerment and gender equality, the chapter showcased their commitment to advancing women's rights and promoting equality in the workplace.

In summary, I wholeheartedly endorse the Association of Corporate Counsel's Singapore Chapter for the Best Diversity Initiative Award. Their strategic development and successful execution of the "Girls Empowered - Be Your Best: Negotiation Skills" workshop have made a lasting impact on a minority segment of their membership and community. The overwhelmingly positive feedback, including the participant testimonial that it "changed my life," highlights the profound influence of this initiative.

When was the program initiated?

7/2/2022

What was the project objective?

This workshop aimed to empower and equip participants with crucial knowledge about their rights and value in the workplace, thus ensuring they have the skills to succeed and advocate for gender equality.

How was the objective achieved?

The chapter's collaboration with United Women Singapore to deliver this workshop on key negotiation skills, employment law, employment contract key clauses and basic entitlements, ending employment, negotiation: equitable income & benefits, personal values vs. professional values, goal setting, negotiating growth opportunities, and negotiating alternative work arrangements to a group of girls in their final years of studies across various polytechnics showcases their commitment to empowering and uplifting young women.

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What was the project budget?

There was no budget for this project.

What obstacles were faced while doing this project/program?

The workshop was organized over 6 months by eight of the ACC Singapore Chapter Pro-Bono Committee members, our sponsor Bird & Bird to provide local employment law advise, and United Women Singapore. The Pro-Bono Committee is comprised of volunteers that dedicated their time over the 6 months to develop the materials, prepare the presentation, and present this content. There were standard obstacles that were faced for any similar presentation including organizers competing work demands, scheduling conflicts, and stakeholder management with two partner organizations. However, by all measurements, the event was a success.

What is the long-term impact of your initiative to the local/global ACC community?

The attendees will enter the workplace with a stronger grasp on their legal rights, greater skills in negotiating for themselves, and a better understanding of the value they bring to their organizations. This will give them the ability to start quicker at the workplace, and, we hope, ultimately go further than they would have otherwise.

In 350 words or less, please state how this project was innovative.

This workshop was the first of its kind for the ACC in that we have never partnered with UWS for a similar presentation. Because of Singapore strict bar licensing requirements and the fact our members are mostly foreign qualified lawyers without a practicing certificate in Singapore, our ProBonon committee often finds it is difficult to find opportunities for our members to volunteer in legal related projects. However, this was an program that allowed our members to use their business and legal skills in an environment that had impact (but was not practicing law).