

多元化版块圆桌论坛提问列表 板块五 - 多元化 (Diversity)

嘉宾介绍：（按首字母顺序排名）

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主要问题 (Question List):

1. 鉴于你的背景、文化和生活经历, "多样性和包容性" (D&I) 的概念对你个人意味着什么? 它是我们社会中值得拥有和追求的价值吗? 为什么或为什么不?

- 你的个人故事--你是谁, 这些问题对你有什么影响?

- 克服D&I阻力的例子

- 不同的 D&I 概念 - 种族、性别、年龄、国籍、社会经济、宗教、性取向/身份认同

What has the concept of "Diversity and Inclusion" (D&I) meant to you personally, given your background, culture and life experiences? Is it a value worth having and pursuing in our society? Why or why not?

· Your personal story – who you are and how these issues have affected you

· Examples of overcoming resistance to D&I

· Differing notions of D&I – Race, gender, age, nationality, socioeconomic, religion, sexual orientation/identification

2. 在一个多元化的世界中做生意 - D&I对世界各地社区的不同受众意味着什么? 这对不同地方、市场和环境中的人、客户和顾客有什么影响, 为什么?

- 例子--与中国公司/投资者开展对内/对外业务

- 在不同的全球和国内市场运作时, 了解文化区别/传统的必要性

- 不同的文化重视不同的东西

- 必须派出不同的团队来获取和执行业务

- 人才招聘和保留--人们希望与至少有一些共同点的人一起工作。

Doing business in a diverse world – What does D&I mean to different audiences in communities around the world? How and why does this matter to people, clients and customers in different places, markets and settings?

- Example – doing inbound/outbound business with Chinese companies/ investors
- Imperative of knowing cultural distinctions/traditions when operating in various global and domestic markets
- Different cultures value different things
- Must field diverse teams to capture and execute business
- Talent recruiting and retention – people want to work with people who have at least some commonalities

3. 具体的D&I倡议--什么有效? 哪些不可行? 为什么?

- 工作场所/行政办公室/会议室中的多样性--好处
- 隔离/融合/红线/文化同化/社会结果--解决体制障碍

Specific D&I initiatives – What works? What doesn't? Why?

- Diversity in the workplace/executive suite/boardroom – the benefits
- Segregation/integration/redlining/cultural assimilation/social outcomes – addressing institutional barriers

4. 美国和全球政治气候对D&I问题的挑战--这种气候是否影响你和你的同事/客户/顾客做生意的方式? 美国仍然是一个吸引 "最好和最聪明 "的全球磁铁吗? 仍然是一个欢迎工作、生活和投资的地方吗?

- 移民/移徙辩论
- 学生/工人的签证

Challenges of the US and global political climate on D&I issues – Is that climate affecting how you and your colleagues/clients/customers do business? Is the US still a global magnet for the “best and brightest”? Still a welcoming place to work, live and invest?

- Immigration/migration debate
- Visas for students/workers

5. 生态环境保护对于D&I问题的影响。随着经济和社会的发展，越来越多人意识到保护生态环境的重要性。“金山银山不如绿水青山”，“人类命运共同

体”等观念逐渐深入人心，联合国也出台了多项计划来支持各国改善和提升生态环境。各位嘉宾认为对于在中美合作方面，中国和美国在生态环境保护方面面临怎样的挑战，亦或是能够进行怎样的合作？

The impact of ecological environmental protection on D&I issues. With the development of the economy and society, more and more people are aware of the importance of protecting the ecological environment. The concept of "silver mountain is better than green mountain" and "community of human destiny" are gradually gaining popularity, and the United Nations has launched several programs to support countries to improve and enhance the ecological environment. What do you think are the challenges facing China and the U.S. in terms of eco-environmental cooperation, and what kind of cooperation can be made between China and the U.S.?

6. 您三位都是有创业经历的，您认为，对于企业发展而言，生态环境的保护是否会给企业带来挑战？在企业的生产过程中，如何更好的践行生态和绿色发展理念？

All three of you have had entrepreneurial experiences. Do you think that ecological protection brings challenges for business development? How can we better practice the concept of ecological and green development in the production process of enterprises?

7. 种族歧视，女性保护对于D&I问题的影响。随着经济与社会的发展，“人人平等”的理念逐渐深入人心，全世界绝大部分地区都实现了这个理念，这对于全球经济社会的发展起着非常大的促进作用。然而，在部分地区，种族歧视问题，女性保护问题依然严峻，“黑人的命也是命”，女性就业创业在某些行业，某些领域还是受到一定的限制。各位嘉宾认为如何才能更好的应对这类挑战，进一步减少种族歧视问题的发生？如何才能更好的保护女性的工作和生活权利？进一步促进经济社会平等的发展？

Racial discrimination and the impact of female protection on D&I issues. With the development of economy and society, the concept of "equality for all" has gradually become popular, and most of the world has realized this concept, which plays a very important role in promoting the development of global economy and society. However, in some regions, racial discrimination and women's protection are still serious, and "the life of a black man is also a life", and women's

employment and entrepreneurship are still restricted in certain industries and fields. What do you think is the best way to deal with such challenges and further reduce the occurrence of racial discrimination? How can we better protect women's rights at work and in life? Further promote the development of economic and social equality?

8. 后疫情时代对于D&I问题的影响。自2020以来，新冠疫情的爆发让人们的生活陷入混乱，大批人士的感染对于全球经济社会发展产生了极大的影响，直到目前为止部分影响还是没能够完全消除。人们生活习惯的改变，消费方式的改变，全球经济社会的发展已经进入后疫情时代。各位嘉宾认为新冠疫情给人们的生活习惯等诸多方面带来了怎样的影响？这些影响会对于企业和市场的发展带来怎样的挑战？企业应该如何面对这些挑战，从而更好的适应疫情带来的种种变化？

Impact of the post-epidemic era on D&I issues. Since 2020, the outbreak of the new crown epidemic has thrown people's lives into chaos, and the large number of infected people has had a great impact on the global economic and social development, and some of the effects have not been completely eliminated until now. People's living habits have changed, consumption patterns have changed, and global economic and social development has entered the post-epidemic era. What impact do you think the new epidemic has had on people's habits and other aspects of life? What kind of challenges will these impacts bring to the development of enterprises and markets? How should companies face these challenges to better adapt to the changes brought about by the epidemic?

9. 文化交流合作对于D&I问题的影响。作为全球最大的两个经济体，中美文化方面的交流既有很多交流，也有很多挑战。各位嘉宾认为中美文化交流之间的现状是怎样的？是否面临着很多的挑战？应该如何改善或者优化这种现状，促进中美文化间进一步的交流或者更进一步的发展？

The impact of cultural exchange and cooperation on D&I issues. As the two largest economies in the world, there are many exchanges and challenges in cultural exchange between China and the US. What do you think is the current situation between cultural exchanges between China and the United States? Are there many challenges? What can be done to improve or optimize this situation to facilitate further exchanges or further development between Chinese and American cultures?