

## Encouraging Diversity Across Borders: Breakfast with Carole Da Silva

In an effort to promote global workforce diversity and inclusion, the Chicago Urban League hosted a breakfast meeting with Carole Da Silva, founder and president of L'Association pour Favoriser l'Intégration Professionnelle (The Association for Promoting Professional Inclusion or AFIP) on Wednesday, May 1, 2013. AFIP is a nonprofit organization based in Paris, France that provides services and tools for social progress among minorities and promotes inclusion in the workplace. Joined by the Chicago Urban League's executive staff, community members and business professionals, Carole narrated her journey and findings on the lack of diversity in France.

Noticing a pattern of workforce discrimination throughout her career, Carole has conducted research at several universities and post-secondary institutions in an effort to identify best practices to bolster minority diversity at corporate companies. Discrimination in France is often ignored or overlooked because rules and regulations on equal opportunity are non-existent. As an advocate for change, she molds her organization to establish measures for parity and fairness for all individuals regardless of ethnic, race or religious background. Today, Carole pursues her passion by providing her services in underserved areas where resources are not readily available for minorities.

One unique component of AFIP is the organization's mentoring program which is designed to build employees' self-esteem, confidence, and personal brand. AFIP matches young professionals with established professionals that share similar career interests in an effort to nurture and support young professionals during their professional journey.

Attendees of the breakfast left with a profound understanding that workforce diversity concerns reach beyond the United States and the critical importance of best practice approaches as it relates to diversity and inclusion. The Chicago Urban League thanks all those in attendance and Carole Da Silva for sharing her impactful personal story.

If you are interested in discussing relevant social issues that are impacting our community, please contact Roderick Hawkins at [rhawkins@thechicagourbanleague.org](mailto:rhawkins@thechicagourbanleague.org).



**Carole Da Silva**



“The questions of minorities are raised and the solutions are found.”

– Carole Da Silva

