



# halls & walls

 DAV

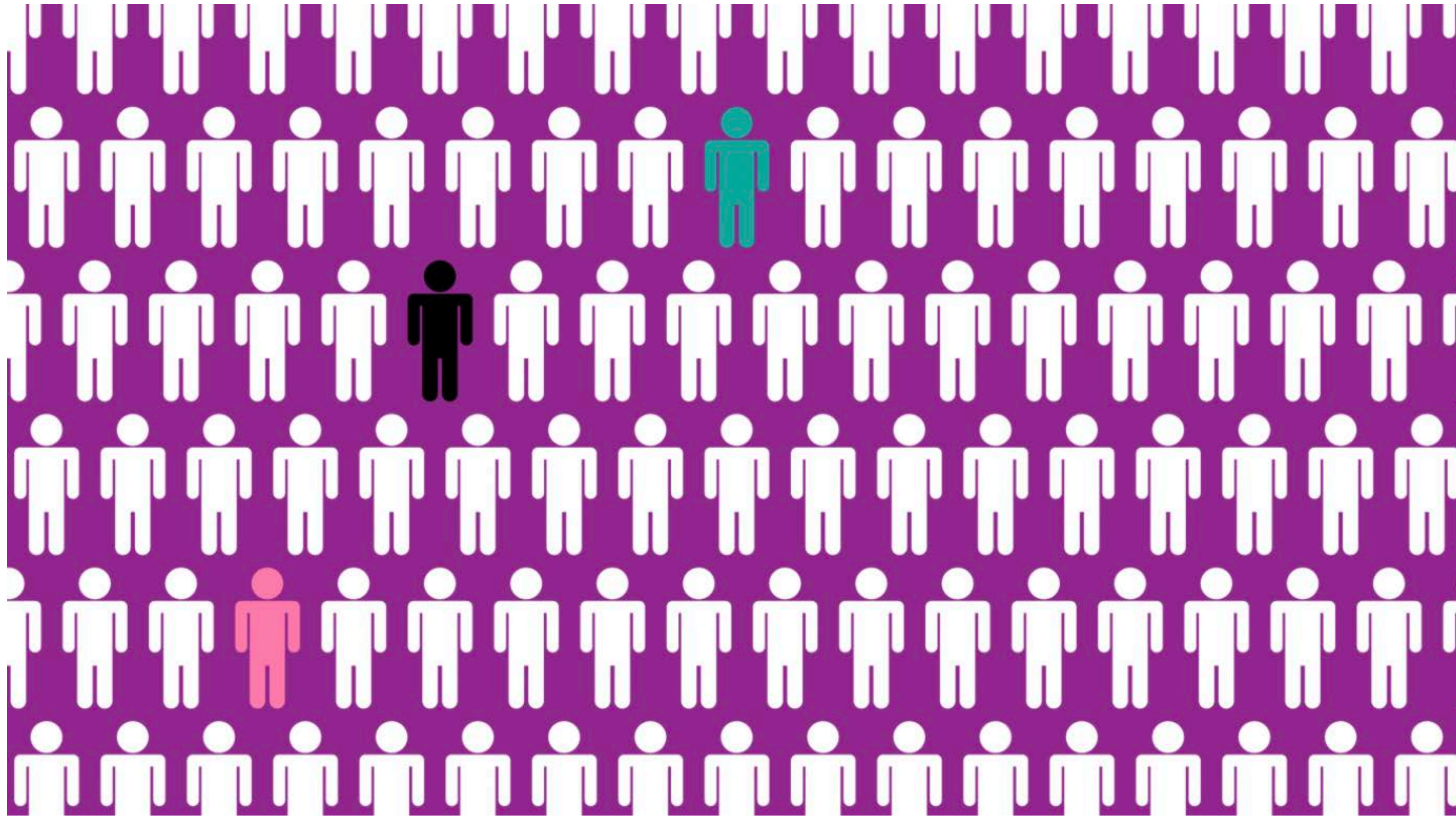
Das Kletterhallentreffen 2022

# Diversity in Climbing and Routesetting

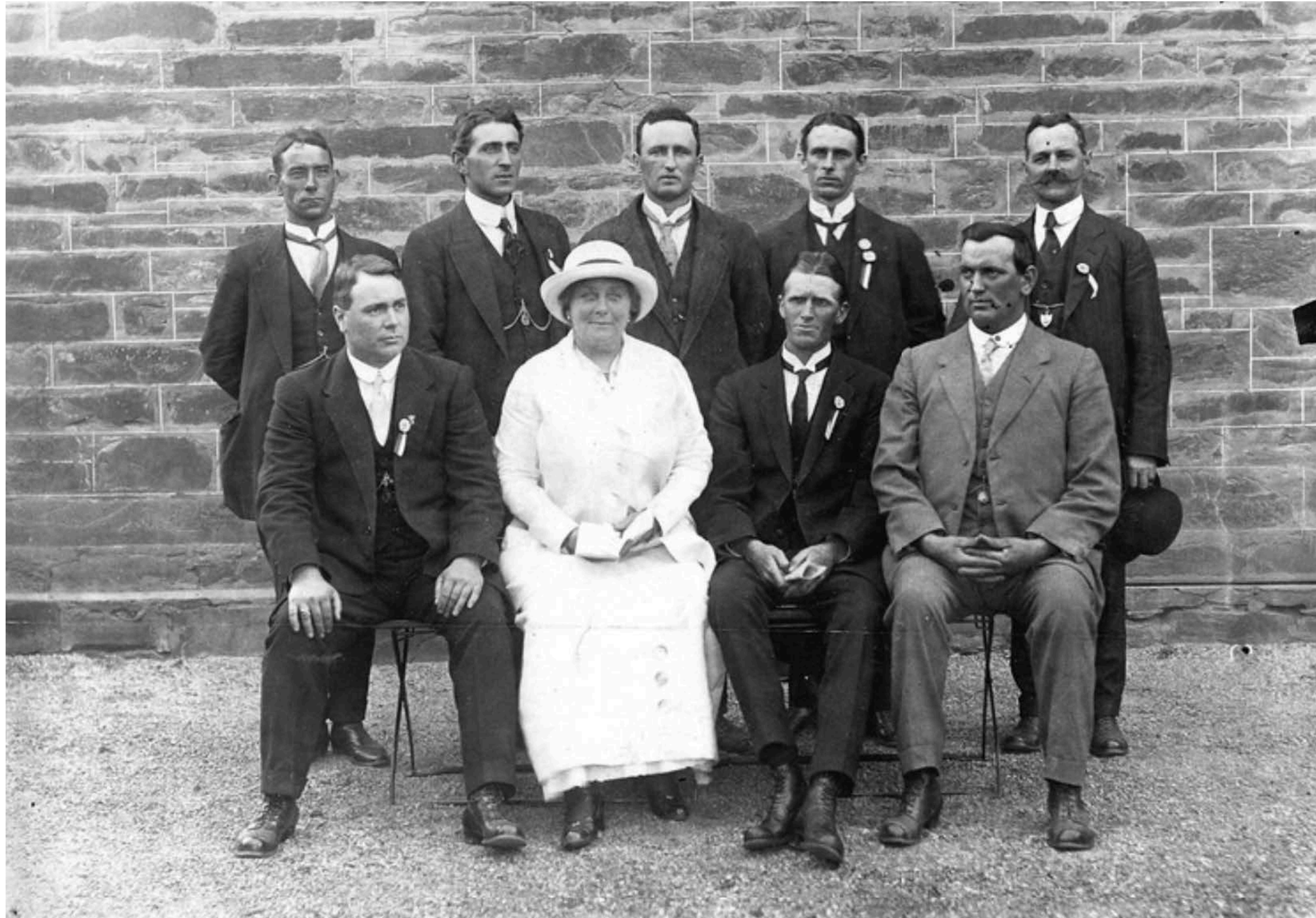
Halls & Walls - 26 November 2022  
Nora Caterin Born & Inga Tiezel (Routesetting Symposium)  
Niklas Wiechmann (Beta Routesetting)  
Alise Žvīgule



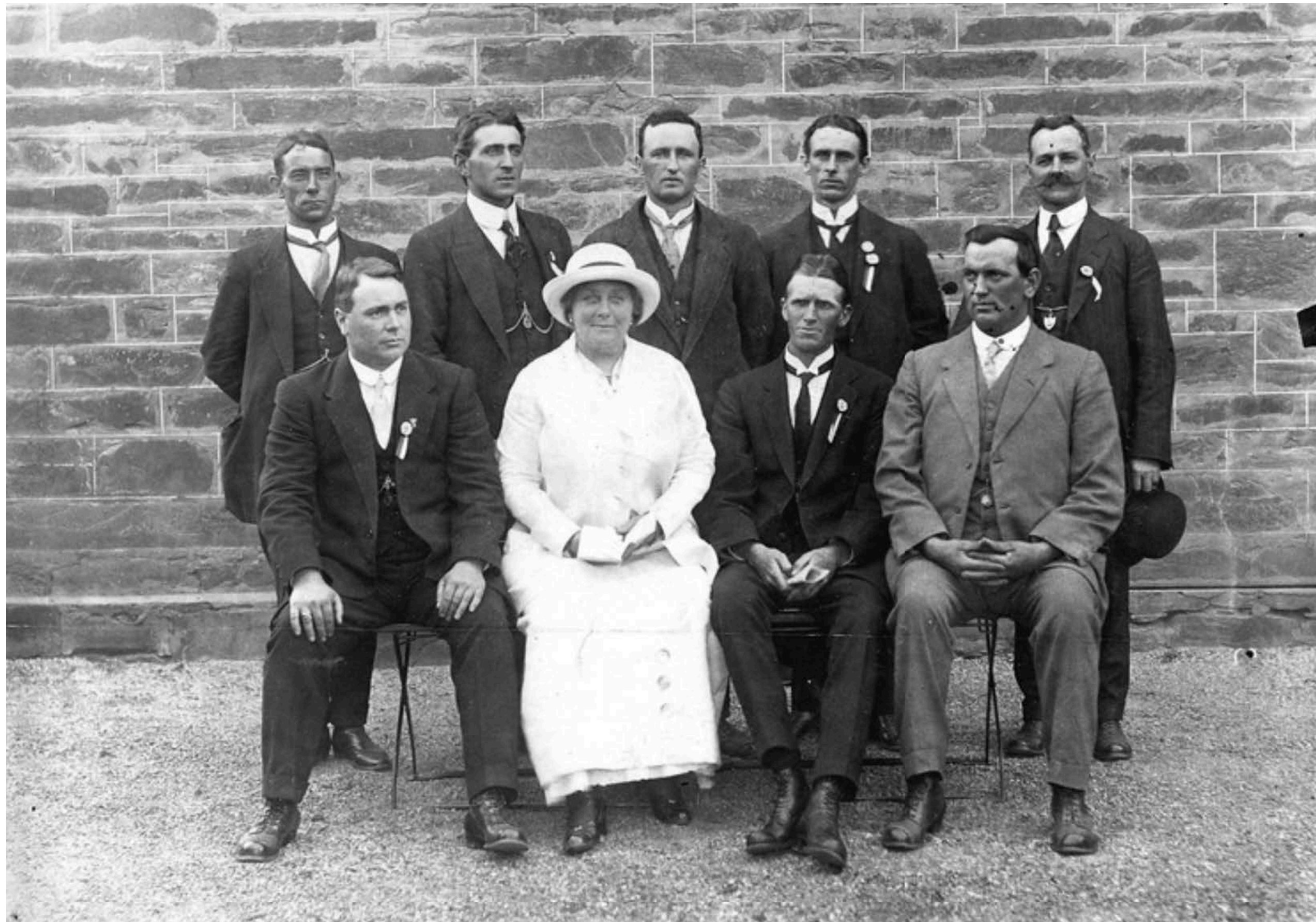
**(Why?)**



**(Why?)**



**(Why?)**



Source: State Library South Australia (1921)



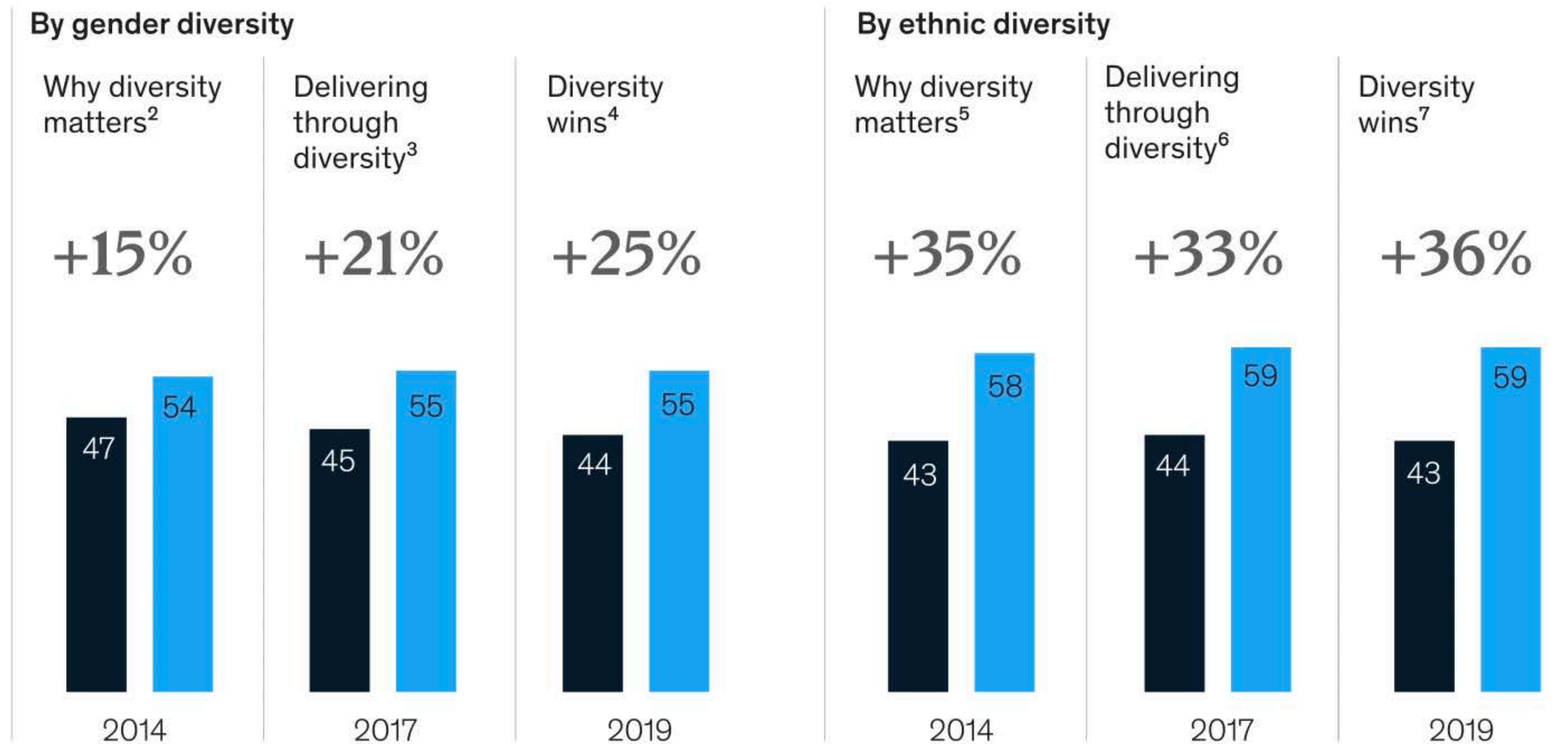
European Championship 2022

... spot the difference.

## The business case for diversity in executive teams remains strong.

Likelihood of financial outperformance,<sup>1</sup> %

■ Bottom quartile ■ Top quartile



<sup>1</sup>Likelihood of financial outperformance vs the national industry median; p-value <0.05, except 2014 data where p-value <0.1. <sup>2</sup>n = 383; Latin America, UK, and US; earnings before interest and taxes (EBIT) margin 2010–13. <sup>3</sup>n = 991; Australia, Brazil, France, Germany, India, Japan, Mexico, Nigeria, Singapore, South Africa, UK, and US; EBIT margin 2011–15. <sup>4</sup>n = 1,039; 2017 companies for which gender data available in 2019, plus Denmark, Norway, and Sweden; EBIT margin 2014–18. <sup>5</sup>n = 364; Latin America, UK, and US; EBIT margin 2010–13. <sup>6</sup>n = 589; Brazil, Mexico, Singapore, South Africa, UK, and US; EBIT margin 2011–15. <sup>7</sup>n = 533; Brazil, Mexico, Nigeria, Singapore, South Africa, UK, and US, where ethnicity data available in 2019; EBIT margin 2014–18.  
Source: Diversity Wins data set

(Why?)

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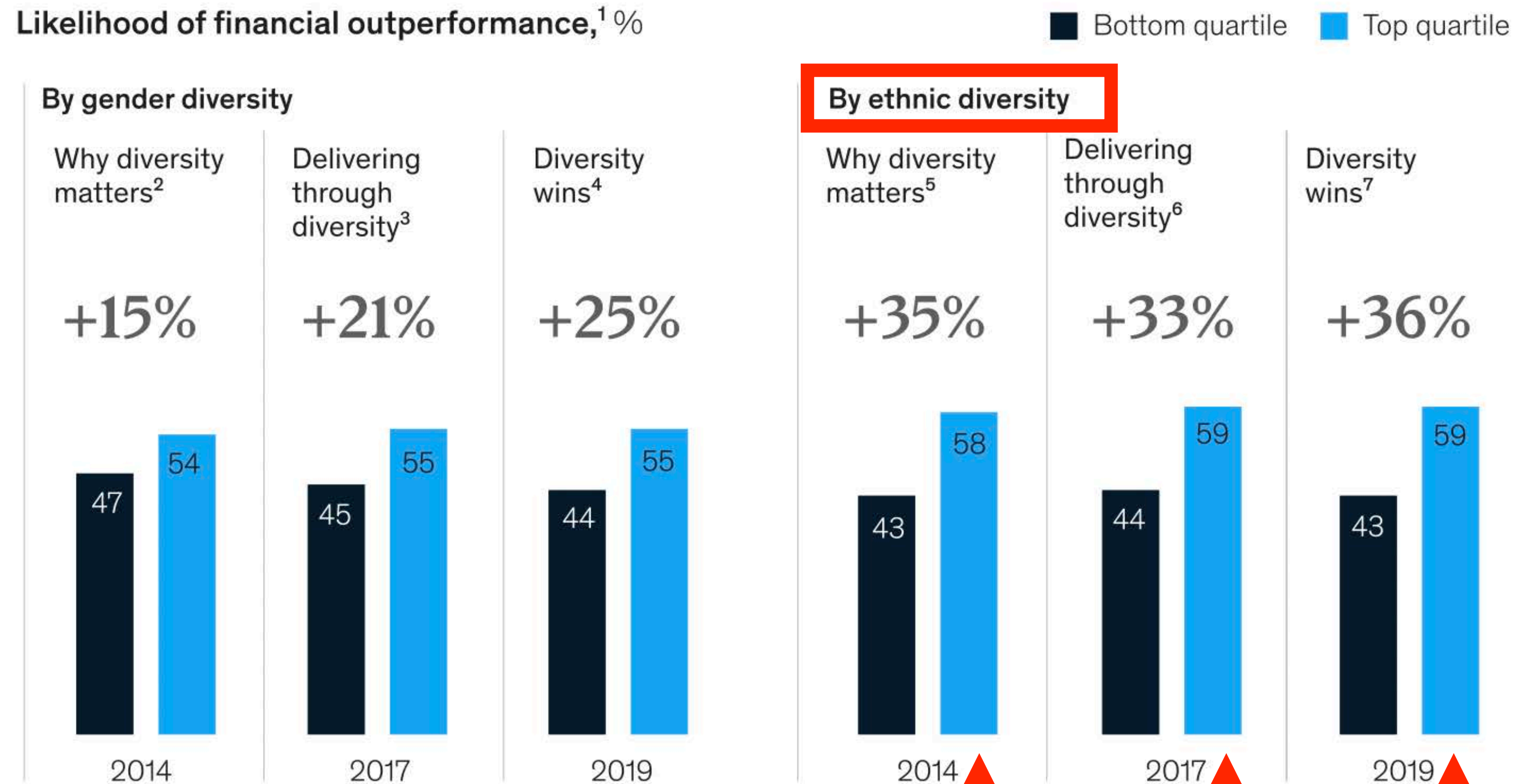


<sup>1</sup>Likelihood of financial outperformance vs. the national industry median; p-value <0.05, except 2014 data where p-value <0.1. <sup>2</sup>n = 383; Latin America, UK, and US; earnings before interest and taxes (EBIT) margin 2010–13. <sup>3</sup>n = 991; Australia, Brazil, France, Germany, India, Japan, Mexico, Nigeria, Singapore, South Africa, UK, and US; EBIT margin 2011–15. <sup>4</sup>n = 1,039; 2017 companies for which gender data available in 2019, plus Denmark, Norway, and Sweden; EBIT margin 2014–18. <sup>5</sup>n = 364; Latin America, UK, and US; EBIT margin 2010–13. <sup>6</sup>n = 589; Brazil, Mexico, Singapore, South Africa, UK, and US; EBIT margin 2011–15. <sup>7</sup>n = 533; Brazil, Mexico, Nigeria, Singapore, South Africa, UK, and US, where ethnicity data available in 2019; EBIT margin 2014–18.  
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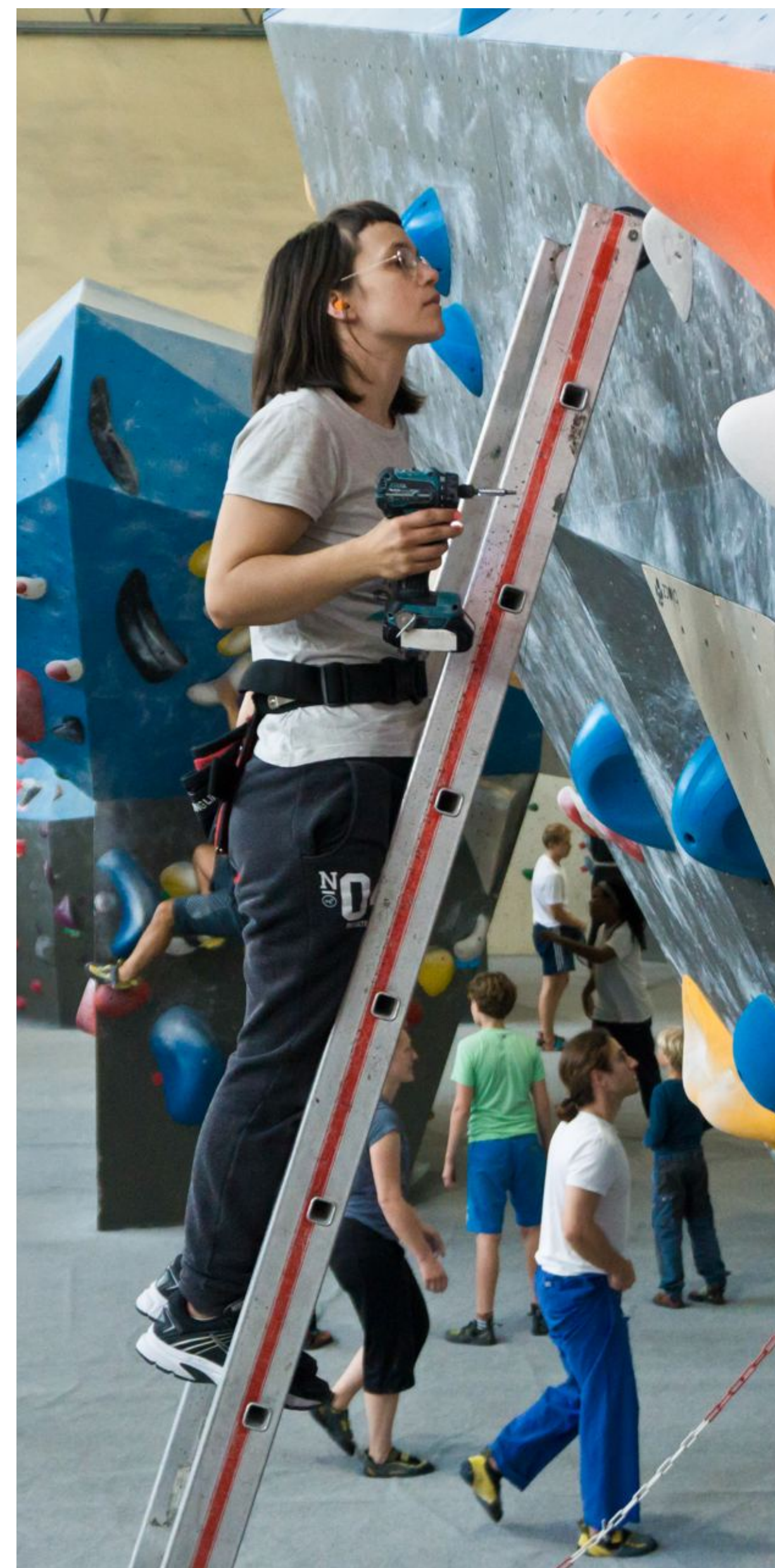
**Baseline:**

***No pointing fingers or placing  
blame.***

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***We are in this together.***

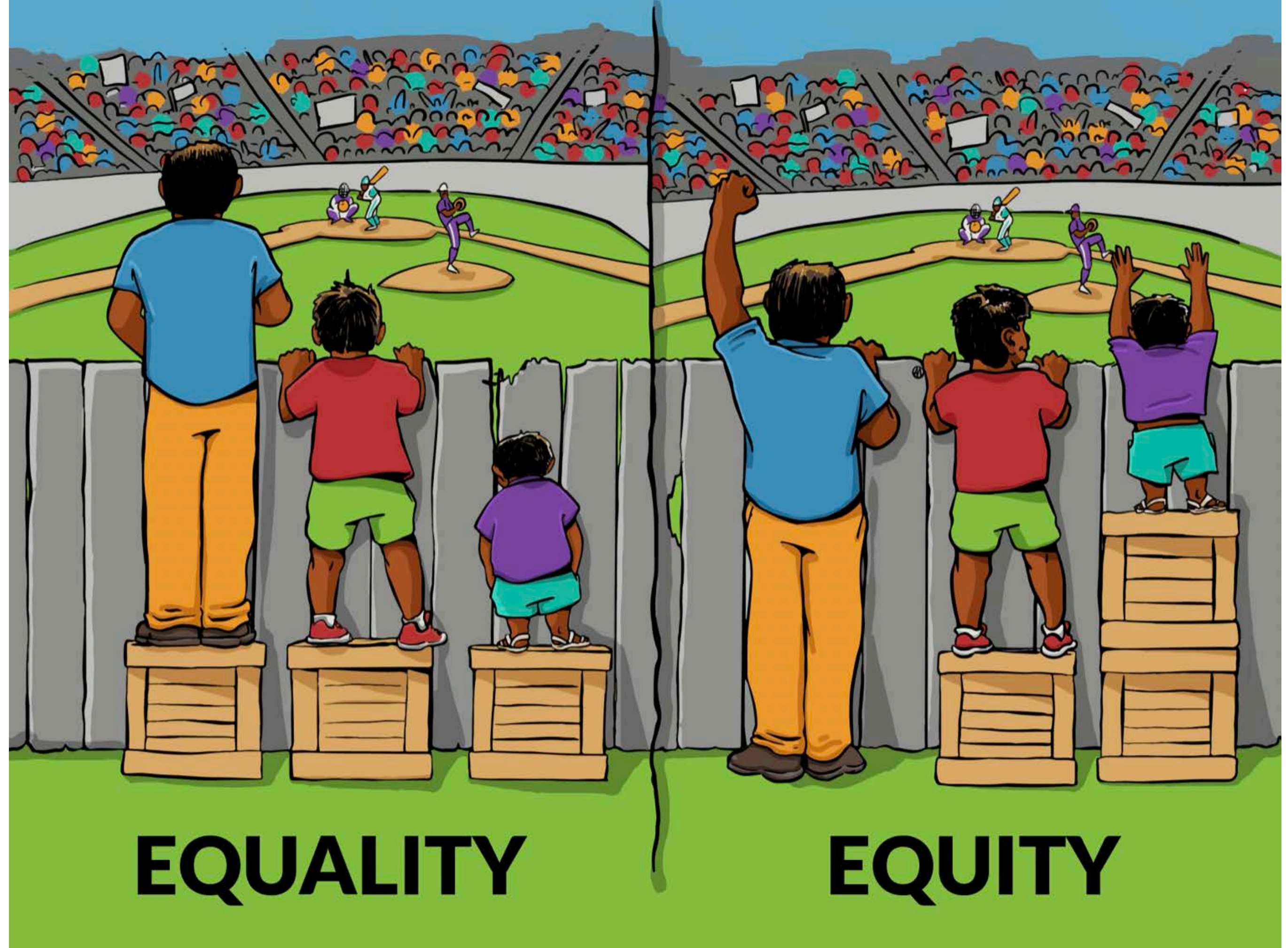


# How did we get here?

Lack of opportunities

Representation matters - "you can't be what you can't see"

Ownership and management lays predominantly within the hands of men

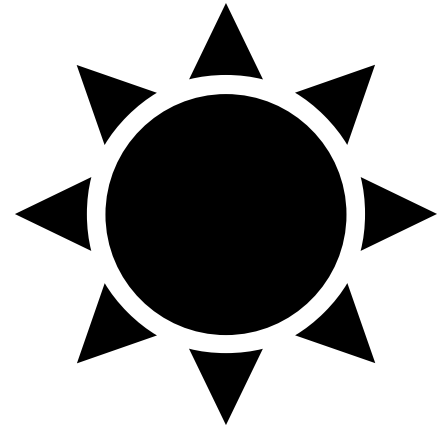


**EQUALITY**

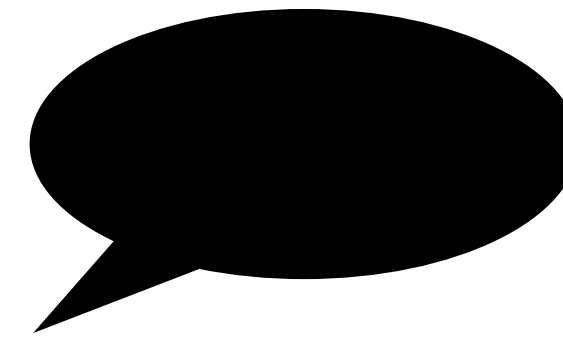
**EQUITY**

# How do we move forward?

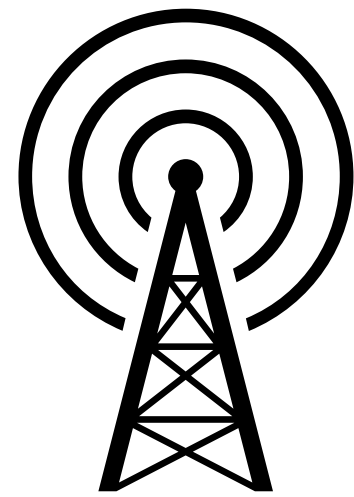
## Individual level



Remember the positive  
- young industry



Quotas (+/-)



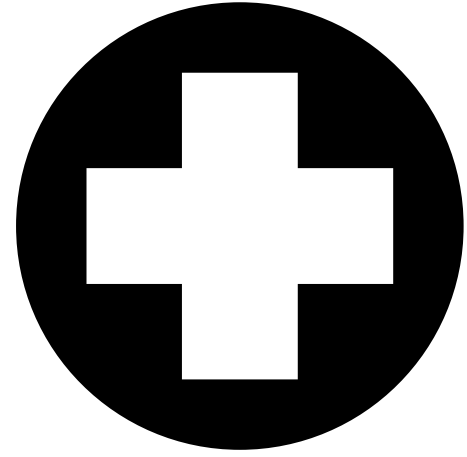
Honest communication.  
(This includes listening.)



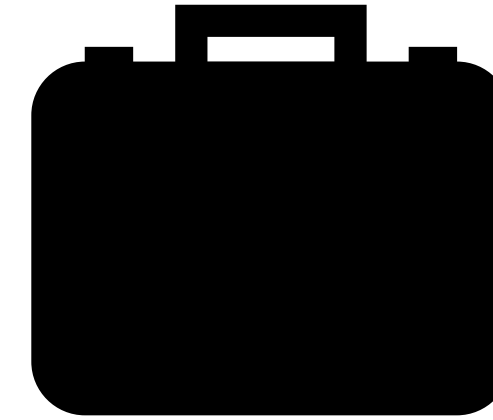
Growth mindset

# How do we move forward?

Business level



Consultations



Develop hiring process



Educate existing employees



Consider long term investments  
(loss & return)

**Danke.**

Merci.



**Let's talk about it.**

(German and English welcome)



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 DAV

Das Kletterhallentreffen 2022