



AMELIA LOPEZ HUIX

Anne de Vrieslaan 42, 1187 WL, Amstelveen, The Netherlands

+31(0)614767344

ameliahuix@gmail.com | [linkedin.com/in/AmeliaLopezHuix](https://www.linkedin.com/in/AmeliaLopezHuix)

www.amelialopezhuix.com

Interim Head of Global Diversity & Inclusion

A UN certified expert and purpose-driven business partner delivering best-in-class corporate DEIB strategies and programs at all business levels

A trusted corporate partner and senior executive advisor with 10+ years of experience leading global DEIB innovative and transformative strategies at all business levels.

A resilient, strategic and visionary leader committed to playing a key role in the design, development and implementation of innovative strategies and programs working with talent acquisition teams and HR Business Partners to ensure best-in-class programs support the business DEIB goals ranging from recruiting to succession planning.

A United Nations certified trainer and expert and purpose-driven business partner credited with bringing the craft of equality, diversity, equity and inclusion as a core business strategy for competitive advantage in all companies' serving operational countries and markets.

A 21st century visible leader with capability to communicate vision and purpose that creates high-performing teams and excellence in service delivery to customers and main stakeholders.

CORPORATE DIVERSITY & INCLUSION EXPERTISE AND ROLES

- ▶ **Establishment of company-wide goals and targets** for DEIB and measure progress through clear performance indicators.
- ▶ **Make managers at all levels accountable for results** against these goals and targets through their performance reviews.
- ▶ **Engage and consult internal and external stakeholders** in the development of best-in-class company policies, programs and implementation plans.
- ▶ **Ensure that existing policies are DEIB sensitive and that corporate culture advances** equality and inclusion with **review the requirements for board membership**, and other governance bodies

SKILLS

- ▶ Leading transformation
- ▶ People Management
- ▶ Mobilizing Talent
- ▶ Purpose-Driven Leader
- ▶ Effective Communication
- ▶ Inclusive Leadership
- ▶ Competitive Advantage
- ▶ Corporate DEI Strategist
- ▶ Team Leadership
- ▶ Leadership and Organizational Development
- ▶ Culture Change
- ▶ Global Diversity, Equity and Inclusion Expert
- ▶ United Nations Certified Trainer
- ▶ Results Based Oriented Program Management

EDUCATION

Master Degree, TALENT DEVELOPMENT AND HUMAN RESOURCES

2020-2021, IE Business School, Madrid, Spain

Bachelor Degree, POLITICAL SCIENCES AND INTERNATIONAL RELATIONS

2014-2017, Universidad de Educación a Distancia, Madrid, Spain

DIVERSITY AND INCLUSION CERTIFICATE

INCLUSIVE LEADERSHIP PROFESSIONAL CERTIFICATE

Catalyst

PROFESSIONAL EXPERIENCE

Aegon N.V., The Hague, Netherlands

Jan 2021 – Jan 2022

Interim Head of Global Inclusion & Diversity

- ▶ **Coordinated, led, and played a key role in the organization and creation of the long-term roadmap and I&D strategy for Aegon Group** working within Group HR, in the Culture, Leadership and Talent team, aligning the corporate ESG priorities and the business strategy develop practices, policies, trainings and related materials **to create a culture that embraced equity, diversity, and inclusion at all levels in the EU, North America and the UK.**
- ▶ **Managed the global governance structure to provide oversight of the delivery of Aegon's ambition operating in multi stakeholder environment** (Group, Board of Directors, Management Boards of our subsidiaries, investment and regulatory bodies) to ensure Aegon's approach recognized good practices and complied with legislative frameworks.
- ▶ **Gathered, tracked and analyzed diversity and inclusion metrics with regular reports and discussions partnering with Global HR Team and relevant Boards and Committee** to identify evidence-based best practices in recruitment, retention and promotion of a diverse, engaged workforce and **developed solutions and initiatives that supported Aegon high performing business and prioritized action based on areas of greatest need by balancing short-term impact with longer-term investment.**

Global Compact Network Netherlands, The Hague, Netherlands

Mar 2020 – Jan 2022

Senior Advisor and UN Global Compact Target Gender Equality Program Lead Partner

- ▶ **Strengthened the knowledge, ability and expertise** to position the Global Compact Network Netherlands in alignment with the UN Global Compact Global Coalition with in strategy and content while delivering the UN Global Compact programme efficiently to meet the agreed goals at the country level.
- ▶ **Served as strategic adviser to 12+ multinationals to set corporate targets and take ambitious action** to increase women's representation in business and leadership through facilitated performance analysis and capacity building.
- ▶ **Defined and executed the agreed strategic approach for the engagement of the most significant private sector companies** to represent the Dutch Cohort (BDR Thermea, Heineken, MediaMonks, Intertrust, JCL Logistics, AkzoNobel, AirFrance-KLM, Uber, PVH, Upfield, WebHelp and Signify) and **scheduled and executed programme work, overseeing daily operations, coordination of all activities and set priorities for management.**

MCI Partners, Amsterdam, Netherlands

Mar 2010 – Mar 2020

Corporate Partner on Global Gender Equality, Diversity, Inclusion and Equity

- ▶ **Served as the chief adviser to 44+ country governance bodies and global HR and sustainability committees** to review the requirements for board and executive leadership to the mainstreaming of DEIB plans and measures at all business levels, establishing company-wide goals and targets established clear measurement of progress with performance indicators.
- ▶ **Engaged and consult internal and external stakeholders in the development of company policies, programs and implementations plans**, making managers accountable for results against goals and targets through performance reviews, and ensured that existing policies were gender sensitive and that corporate culture advances equality and inclusion.

UAE Ministry of Economy and UAE Gender Balance Council, Dubai, UAE

Nov2016 – Nov 2018

Senior United Nations Gender Economic Policy Advisor

- **Guided expert advice in priority areas and prepared studies and policy suggestions for 150+ multinationals**, facilitated high-level meetings for dialogue and interaction to develop consensus around the adoption of UN conventions and international recommendations on gender economic policy.
- **Informed strategy/policy formulation at the national level**, and proposed change management measures through capacity building initiatives.

UN International Labour Office, Genève, Switzerland

Mar 2010 – Nov 2016

Senior Advisor to the Director of the Gender Equality, Diversity and Inclusion Branch

- **Led data-driven research that informed policy of key stakeholders** such ministries of labour, national agencies, social partners and private sector;
- **Drafted proposals for US and European Commission donors incorporating situational and stakeholder analysis, managed 1,2 USD million budget**, and recruiting and managed specialist consultants for country projects, overseeing work and deadlines, setting up monitoring and evaluation mechanisms.

UNITED NATIONS LICENSES AND CERTIFICATIONS

INTERNATIONAL LABOUR STANDARDS AND CORPORATE SOCIAL RESPONSIBILITY

International Training Center of the ILO

RESULTS BASED MANAGEMENT FOR PUBLIC AND INTERNATIONAL ORGANIZATIONS

International Training Center of the ILO

MACRO-LABOUR ECONOMIC INTERACTIONS

International Training Center of the ILO

GLOBAL SUPPLY CHAINS FOR DECENT WORK AND SUSTAINABLE DEVELOPMENT

International Training Center of the ILO

MULTINATIONAL ENTERPRISES, DEVELOPMENT AND DECENT WORK

International Training Center of the ILO

INTERNATIONAL LABOUR STANDARDS PAY EQUITY AND KEY EQUALITY CONVENTIONS

International Training Center of the ILO

GENDER EQUALITY AND ECONOMICS

International Training Center of the ILO

GENDER AUDIT FACILITATOR

International Training Center of the ILO

GENDER EQUALITY, DECENT WORK AND SUSTAINABLE DEVELOPMENT ACADEMY

International Training Center of the ILO

LANGUAGES

ENGLISH | SPANISH | DUTCH | ITALIAN | CATALAN

Native a/o Fluent, Full Professional Proficiency