

APPAREL AND ACCESSORIES

Kering invests in diversity with C-suite hire

October 1, 2019



Kering is supporting diversity in the workplace. Image credit: Kering

By STAFF REPORTS

French conglomerate Kering has named Kalpana Bagamane Denzel as its chief diversity, inclusion and talent officer.

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Ms. Denzel comes to Kering from Russell Reynolds Associates, where she was managing director and co-led the executive search firm's diversity and inclusion practice. This hire comes amid Kering's broader push for gender equality within its workforce and its initiatives to eradicate discrimination.

Diversity director

An American, Ms. Denzel brings years of global experience to the job, having worked at offices in the U.K., Germany, Switzerland, Hong Kong and Singapore. Her past experience includes working on brand strategies at Procter & Gamble and acting as director of marketing, career services and admissions for the MBA program at IMD.

Ms. Denzel will report to Kering's chief people officer Batrice Lazat, and will work out of the group's Paris headquarters. She will oversee and guide Kering's diversity and inclusion platform and strategy.

Among the priorities will be creating a hiring process that aims to attract and recruit diverse talent. Ms. Denzel will also work to help develop and retain an inclusive workforce.

On a broader level, Ms. Denzel will aim to establish an environment that is welcoming.



Kalpana Bagamane Denzel. Image courtesy of Kering

Kering stresses diversity in part because it sees it as a source of business intelligence.

"Diversity and equal opportunity among all our employees have long been at the heart of Kering's culture," Ms. Lazat said in a statement. "It is our commitment to take practical action to offer all our employees a working environment that is inclusive, open and stimulating.

"I am delighted by the arrival of Kalpana, whose expertise and experience will enable us to extend and accelerate the group's actions, both internally and externally, to support diversity and inclusion," she said.

Kering-owned fashion house Gucci also concentrated on diversity and inclusion on a global scale with a new hire earlier this year.

Rene E. Tirado took the position of global head of diversity, equity and inclusion, as part of the brand's new strategy. Gucci states that her role will include designing and implementing a plan for a more inclusive workplace worldwide ([see story](#)).

Other initiatives from the group have sought to make further moves toward gender equality.

Kering recently announced it is extending its 14-week paid parental leave benefits beyond mothers, allowing fathers and partners to also take time off without losing income.

The group's existing Parental Policy, established in 2017, allowed mothers 14 weeks of paid time off, while the fathers or partners were granted five days paid leave. The company is now growing the benefit to include fathers and partners to promote gender equality and work-life balance ([see story](#)).

"Kering's sincere commitment to its people and culture, as demonstrated by its values of mutual respect, individuality and authenticity, is exemplary," Ms. Denzel said in a statement. "I look forward to working collectively with all our teams to continue the journey to an even more diverse and inclusive workplace."