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Estee Lauder establishes new diversity, racial equity division

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Collection of Estee Lauder lipstick. Image credit: Estee Lauder

By LUXURY DAILY NEWS SERVICE

Beauty group Estee Lauder Companies has announced an Equity and Engagement Center of Excellence (COE) division in line with its commitment to build greater equity and representation throughout its business.

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The Equity and Engagement COE will be led by Nicole Monson, who the company has appointed as senior vice president of the division. Ms. Monsoon will report directly to executive vice president of global human resources of Estee Lauder Companies Michael O'Hare.

"Our collective vision is to be the most inclusive, equitable and diverse global prestige beauty company for our employees and consumers alike," said Fabrizio Freda, president and CEO of Estee Lauder Companies, in a statement. "This important new capability will enhance employee engagement and build greater equity across the business today, while also providing a strategic platform to expand and scale this work into the future.

"We know that authentic change takes time, dedication and a clear strategy, and we will continue to devote focused and meaningful resources toward accelerating this goal," he said.

Equity in beauty

Building on the company's existing [Commitment to Act on Racial Equity](#), the creation of the Equity and Engagement COE signals the company's investment in a focused and holistic approach to drive sustainable progress and advance the company's diverse talent through deep engagement, career advancement, development programs and hiring practices.



Nicole Monson, SVP of Equity and Engagement at Este Lauder. Image credit: Este Lauder Companies

As senior vice president of the new Equity and Engagement division, Ms. Monsoon will work across all areas of the business to develop the company's long-term equity and employee engagement strategy and enterprise-wide capabilities.

She will lead the development and implementation of proactive Equity and Engagement initiatives to create a workforce that is more representative and responsive to people of all backgrounds, where all have an opportunity to succeed.

Additionally, the Equity and Engagement division will collaborate closely with human resources leaders to develop programs designed to ensure fair, inclusive and equitable treatment of employees around the world with emphasis on addressing conflict and implementing support systems for employees of color, ensuring equitable compensation, application of policies and access to career paths and ensuring the execution of Este Lauder's equity and engagement vision and strategy.

Ms. Monsoon will also lead the company's Racial Equity Initiative, which includes finalizing and implementing a strategy to ensure Este Lauder achieves its Racial Equity Commitments.

Last month, the company gave a platform to Black women in a special series to commemorate Black History Month, allowing them to share their perspectives on the beauty industry. In the "Beauty In Me" video campaign, Black women who are part of the Este team shared their thoughts on inclusive beauty ([see story](#)).