

Jos luet viestin mieluummin selaimella, klikkaa tästä

MiB MOTHERS IN BUSINESS

Towards an equal and family friendly working life.

[MiB International](#)

[Become an active](#)

[Blog](#)

Would you like to read this newsletter in web instead?

The English-language version of the MiB newsletter is published on our website.

[News on website](#)



Forerunner companies recruit inclusively

Finnish companies Nokia, Sievo and a startup Disior shared their best practices of building multicultural teams in our DE&I (diversity, equity and inclusion) event in November at Maria01. We are happy to share key insights:

- **Anna-Maria Henell**, CEO of **Disior Oy** and a board member of the **Finnish Startup Community** pointed out that many startups use English. They also 'live a life' so their talent needs evolve over time. There can be several recruiting opportunities for international talents to grasp, and events like Slush are great entryways to startups.
- **Pihla Kivihuhta** from **Sievo** told us that 47% of the employees at Sievo have an international background. She encouraged organizations to nurture a company culture of inclusiveness after-hours. Anyone can advocate for this as an employee, as well.
- **Head of Diversity and Inclusion Anneli Karlstedt** pointed out that **Nokia** has 160 nationalities represented in the workforce globally. Respecting diversity is everyday work at Nokia, but it still takes learning, unlearning and relearning collaboration and involving people in decision making. Anneli's advice for all of us is to normalize the business language of 'bad english'!

A big thanks to our guest speakers and everyone who contributed to making the event happen! Stay tuned for more recruiting related activities next year.

[Read more about DE&I](#)

What is MiB International?

MiB International project equals a talented group of career oriented mothers with various cultural backgrounds that want to network and improve skills together. Our aim is to make the Finnish society more family-friendly and create supporting networks for all mothers in Finland. Together we advocate for a more diverse and inclusive Finnish working life.

All our hard-working volunteers are the beating heart for MiB International, and of course all MiB's local and national branches too. Check out our video of what kind of value volunteering for MiB brings to people.

[Watch a video of our actives](#)



If you are interested in volunteering for MiB International, you can find more details and information on how to join on our website.

[Read more about volunteering](#)

Trouble finding the English events?

Our events communications will change for the year 2023. We will send you an individual invitation to each of your local chapter's live event and company visit. If you are a MiB member, you will get a bi-weekly invitation letter to webinars and hybrid events.

As a MiB member, you can control which event letters you'll receive. Change your order at our member registering system Membook:

Log into: secure.membook.fi using your email address (the one linked to this newsletter). Choose: Your communities → Mothers in Business → User information.

Hope this will help you to find all the best events for you! We'll collect your feedback on the changed invitation system during the spring and keep developing our communications and member services accordingly.

You will also find all MiB's events from our event calendar.

[Check out MiB's event calendar](#)

Afrah Al Bayaty to join MiB's board

New members were elected to the board at MiB's autumn meeting on the 26th of November. New board member **Afrah Al Bayaty** is an active in our International community.

"My tendency to jump into anything interesting leads to finding myself in new roles. This far, I have worked as a board member in several associations. I consider these tasks as a possibility to develop myself and my career as well as advocate for the causes close to myself."

At MiB, Afrah appreciates the women sharing similar situations and empowering each other.

"Valuing a career and a family is common for all of us. Sharing the same life situations, we understand each other naturally and there's no need to explain it but rather celebrate it together. Kids can join the activities, and we share the same agenda and can feel togetherness."

MiB International staff congratulates Afrah and other board members for the positions!



Give yourself a Xmas present that counts

When in search of Xmas presents, consider one that benefits you for the whole year.

We want to encourage all of you to become MiB's members so that we can continue MiB's English activities in the future. The more English speaking members we have at MiB, the better chances we have for advocating for diversity and inclusion as an organization after our International project has finished.

As a MiB member, you are warmly welcomed to join all our events to develop yourself, grow your networks and meet other parents. Thank you for joining us and have a wonderful Christmas time!

[Become a MiB member](#)



MiB

Mothers in Business MiB ry

Yliopistonkatu 5, 7krs
Helsinki 00100 Finland
hello@mib.fi (ENG) info@mib.fi (FIN and ENG)

In cooperation with:

 **liana**
technologies

LYYTI

membook



Because companies are made up of people™

You received this newsletter because you have either signed up for MiB newsletter or you have been attending to one of our MiB events.

If you prefer not to receive this newsletter in the future, you can cancel the order anytime on viivi@mib.fi.

Mothers in Business Data protection policy.

