



HOL106 Cultivate Diversity, Equity, and Inclusion using SAP SuccessFactors Solutions

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October 3, 2023

Agenda

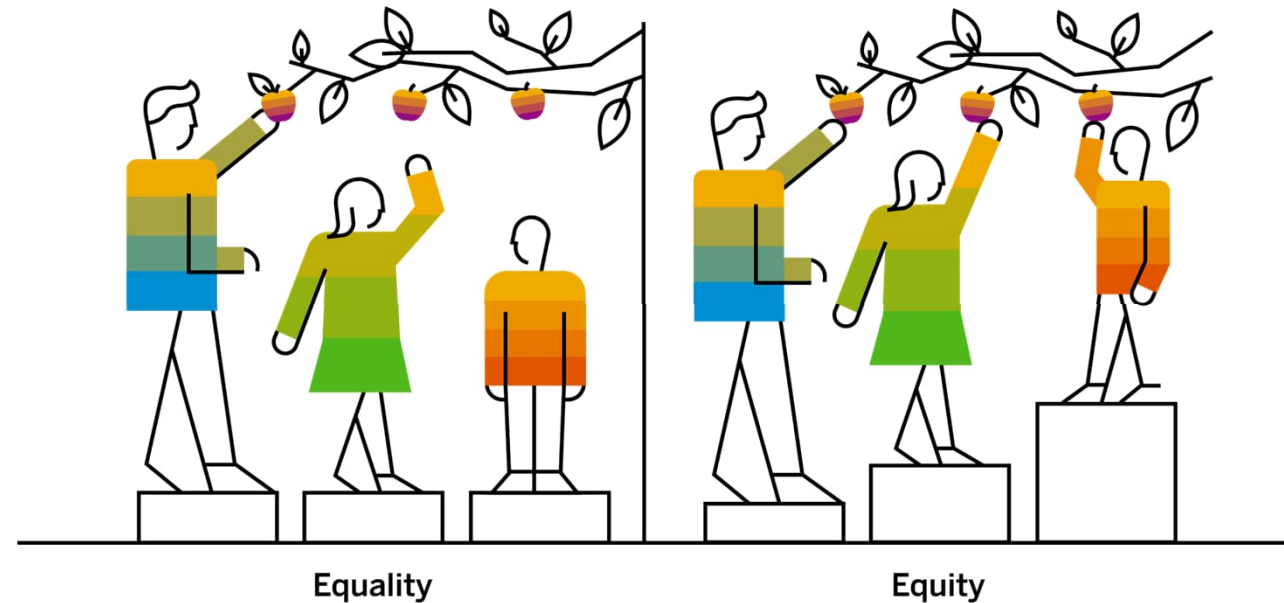
- Diversity, Equity, and Inclusion features in SAP SuccessFactors
- Lab Activities
 - Configuring the General Display Name
 - Configuring Country-Specific Gender Values
 - Configuring Pronouns
- Q&A

Diversity, Equity, and Inclusion features in SAP SuccessFactors

Diversity, Equity, and Inclusion lead to employees feeling respected and valued, leading to higher levels of productivity, lower turnover rates, and better overall company morale.

Diversity and inclusion have always been part of SAP SuccessFactors' core, and incorporating DE&I features into the HXM solution is an extension of that mindset.

In today's lab, we will utilize various DE&I features in the SAP SuccessFactors Platform and Employee Central.





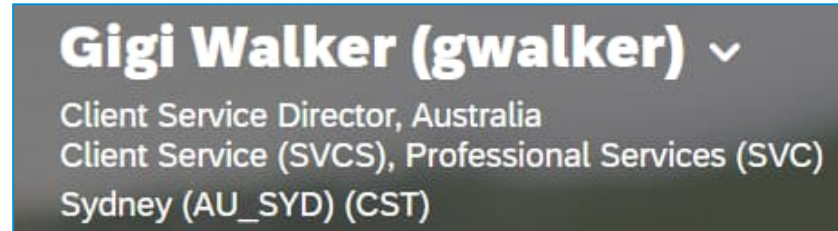
Configuring the General Display Name Format

Configuring the General Display Name Format

With the use of this feature, you can use the same predefined name format across the SAP SuccessFactors HXM Suite.



The default Name Format is used in the system



The employee's chosen name is used in the system.

Depending on your business needs, you can define the general display name format in two ways:

1. Assign the general display name format to the legal entity
2. Assign the general display name globally through People Profile



Configuring Country-Specific Gender Values

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- The gender field in the Personal Information element currently supports five gender values, Female, Male, Unknown, Undeclared, and Others.
- In certain countries there are specific pre-defined values, however since the gender values in Personal Information are hard-coded, you cannot add any other values to the standard five. This field is not based on employment or country.
- This lab will consist of these high-level steps:
 - Creating country-specific picklists
 - Enabling the country-specific gender field
 - Setting the permissions



Configuring Pronouns and Name Pronunciations

Configuring Pronouns and Name Pronunciations

- Pronouns like "she/her" are increasingly used as designations in emails and profiles. You can enable pronouns in your instance by adding configurations covered in this exercise.
- You can allow your employees to upload a short audio clip or enter a phonetic spelling of their names.
- You can also allow your employees to upload a short video about themselves using the "About Me" feature.



Related Resources

Related Resource – General Display Name Format

- For those with the SAP SuccessFactors Recruiting solution, you can refer to this article on how Recruiting adapts the general display name: [3340377 - Adoption of General Display Name in Recruiting - SAP for Me](#)
- Important Notes on General Display Name Adoption: [Modules that support the General Display Name](#)

Related Resource – Country-Specific Gender

- For those with SAP SuccessFactors Recruiting solution, please refer to the [Implementation Design Principle](#) for how gender mapping can be configured between Employee Central and Recruiting.
- [Employee Central: Recognizing Gender Diversity](#)
- There are onChange and onSave validation rules on gender fields available for download. Navigate to the Software Download Center → Configuration and download EC_Configuration_Files_Local_Gender.zip files

Thank you.



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your feedback.

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complete the session survey.

