

## The WELCOME! social project with distinction of the Diversity Charter Award

The second edition of the WELCOME! social project supporting Polish and Ukrainian women, received a distinction in the 2023 Diversity Charter Award competition for projects that build diversity at work. The project was implemented by the Mamo Pracuj Foundation with the substantive and financial support of the Citi Handlowy Foundation and the Citi Foundation.

WELCOME! is a project supporting the professional development of women from Polish and Ukraine - in the field of effective search for a stable job, improving competences, building a network of mutual support and/or developing their own business. As well as integration and enabling the exchange of experiences between the participants of the project, around the common goal of professional development. The project is addressed to refugee women legally residing in Poland (including in particular Ukrainian citizens who came to Poland) and Polish women, in particular mothers, who want to enter the labour market and find stable jobs.

The participants of the 2nd edition of the program took part in preparing for all stages of recruitment by building practical skills and self-awareness related to competences.

Over the course of six months, **308 women** – 153 from Poland and 155 from Ukraine – took part in on- site meetings in Warsaw, Olsztyn and Kraków and 22 webinars on topics such as CV creation, job interviews and personal branding. They learned about Gallup's talents and how to work with them during workshops conducted by an expert from the Clifton Strength Institute.

*"It is extremely important that women do not give up their careers, believe in themselves and their abilities, strive for financial independence and fulfill themselves professionally. And the role of socially responsible companies is to create such opportunities for them. For this reason, Citi in Poland is very enthusiastic about supporting the WELCOME! initiative. This is also particularly important in the context of the current market situation, in which companies are facing the challenge of having a sufficient talent pool available",* says **Iwona Dudzińska, Citi Solutions Center Head**.

As in the previous edition, also this time the participants were supported by #CitiVolunteers as mentors, in the process of creating CVs, as well as preparing for recruitment interviews. The final of the second edition of the program took place in Warsaw in mid-April. The closing meeting was attended by Iwona Dudzińska, Managing Director of Citibank Europe Plc in Poland, as well as Witold Zieliński, member of the #CitiAlumni network and Chairman of the Board of the Citi Handlowy Foundation.

[For more information, please contact:](#)

[Marta Waldoch, spokesperson, tel. 605 990 433](#)  
E-mail: [marta.waldoch@citi.com](mailto:marta.waldoch@citi.com)

[Zuzanna Przepiórkiewicz, Press Office, tel. 667 635 432](#)  
E-mail: [zuzanna.przepiorkiewicz@citi.com](mailto:zuzanna.przepiorkiewicz@citi.com)

Bank Handlowy w Warszawie S.A. is one of the largest financial institutions in Poland, offering a wide and modern range of corporate, investment and retail banking products and



services under the Citi Handlowy brand. Bank Handlowy serves 5.5 thousand corporate clients and approx. 568 thousand individual customers through modern distribution channels and a network of branches. Membership in Citigroup, the world's largest financial institution, provides Bank Handlowy customers with access to financial services in over 100 countries.

Citi is a leading banking partner for institutions with cross-border needs, a global leader in asset management, and a bank valued by individual clients on the domestic market in the United States. Citi operates in more than 160 countries and jurisdictions, providing corporate, government, institutional and individual clients, as well as investors, with a wide range of financial products and services. For more information, visit the [www.citigroup.com](http://www.citigroup.com) | Twitter: @Citi | YouTube: [www.youtube.com/citi](http://www.youtube.com/citi) | Blog: <http://blog.citigroup.com> | Facebook: [www.facebook.com/citi](http://www.facebook.com/citi) | LinkedIn: [www.linkedin.com/company/citi](http://www.linkedin.com/company/citi)