

International Transgender Day of Visibility

31 March 2023

📢 UniCredit recognises International Transgender Day of Visibility, a day to **celebrate the courage and resilience of the transgender community and gender-nonconforming individuals**, while promoting acceptance and understanding to achieve equality around the world.

◆ Our bank reinforces this commitment by introducing a **set of inclusive guidelines, policies and trainings** to amplify all voices and to further build a strong cultural foundation for our Group – ensuring acceptance, respectful and fair behaviours, and equal opportunities for our colleagues, clients and all our stakeholders.

◆ Diversity, Equity & Inclusion remains at the forefront of these efforts.



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“Truly inclusive Culture starts from language. It’s the key feature that makes us humans. It’s an act of identity: words define who we are. Let’s be a role model.”

Rossana Parrinello
Culture Champion, Group Stakeholder Engagement



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“Being open to diversity is first and foremost an opportunity that enriches us. Listening to what is different from our view brings innovation to our work.”

Corrado Guarnaccia
Culture Champion, Group Audit




“Caring for and respecting each other starts from awareness and understanding of our uniqueness, including gender identity.”

Cristina Paola Cabella
Diversity, Equity and Inclusion Accountable Executive
Head of Data Protection Compliance




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“The language we use has the power to affect people around us. A Culture of inclusiveness in the workplace creates a comfortable environment where all of us can thrive.”

Francesca Petracco
Client Solutions Organisation, New York, USA



“Race, identity, sexual orientation, disabilities...none of these matter – only you and your capabilities. This is what UniCredit is made of: people! I feared performing gender transition at work for months before coming out. Then, all of a sudden, I was Fabrizia for everyone.”

Fabrizia Mosca
Data Protection Governance & Oversight

