

# Be.Face

Equality • Diversity • Inclusion

# 2024 IMPACT REPORT



“ In 2024 our organization witnessed no less than a turn around. A new team took office under the dynamic leadership of Anouk LESCRENIER and with the invaluable support of board member Norma DI NIRO, financial equilibrium was restored.

The feedback from our mentees and mentors remained enthusiastic and this strengthens us in our beliefs that there are great opportunities for soon enhancing our reach and impact. Belgium’s rich cultural diversity and growing awareness of D&I issues continue to provide a fertile ground for positive change.

However, we should not disregard the writing on the wall. As politics worldwide veer to the right, legislation and investor’s soft power is likely to “take a break” from voluntary D&I policies.

This means two things.

One: Despite formal adherence, too many corporate managers see D&I as a burden and still not a success factor. As many companies face economic challenges, resources invested in D&I, despite long term benefits, will thus be easy targets for short term cost cutting. But we are as ready as ever to strongly advocate our partnerships.

Two: It is also up to us to recognize critiques and explain incongruities that positive discrimination sometimes exposes. We must make sure everyone understands that D&I does not replace merit but tends to remove barriers, not undermining skill or talent. Next, we need to constantly adapt our offer to generate the ambitious results that may be expected from us.

In the following years, we will see an evolving landscape of social, political and economic issues that will once again test our adaptability, requiring continuous engagement with both mentees and mentors to keep our initiatives relevant and impactful. I’m confident that our team, supported by our volunteers and encouraged by our board, is entirely up to the challenge.

**Kris Verhellen**

# Mentoring. The Heart of Be.Face

## Who we are:

For over **13 years**, Be.Face and its partner companies have been dedicated to fostering greater **diversity and inclusion** in the workplace by mentoring students and job seekers encountering social, cultural, and/or economic challenges.

## Our mission:

We aim to empower individuals from diverse backgrounds by equipping them with the tools, skills, and confidence to achieve their professional goals.

## Our way of doing:

Through personalized **mentoring**, skill-building **workshops**, and meaningful **networking opportunities**, we connect mentees with professionals who provide guidance, insights, and encouragement.



**In 2024, we faced big changes:** a new team, fresh strategies, and a focus on creating stronger connections. Despite the challenges, we grew and made a real impact where it matters most, staying true to our mission of breaking barriers and building brighter futures.



We focused on two key areas:

- **Improving the quality of our workshops and our communication** – We worked hard to enhance our workshops, ensuring clearer communication and better planning to make them successful and impactful for everyone involved.
- **Reconnecting with our members** – We strengthened our ties with partner companies, engaging in meaningful discussions about D&I strategies and building solid relationships to support the future.

“As the job market evolves in 2024, we must strengthen our efforts to prepare future generations. Soft skills, language proficiency, networking, and extracurricular activities are now more critical than ever.

This also holds true for job seekers, as employers are becoming increasingly selective due to the sheer volume of CVs they receive. The smallest details can make the biggest difference. Every workshop, coaching session, and mentoring opportunity contributes not only to the growth of individuals but also to the betterment of society as a whole.

Let's channel the energy of our new team to collaborate, challenge ourselves, and create a meaningful impact on the world around us.

**-Jimmy Brouns**  
President of the Steering Committee



# Our Team



**Anouk LESCRENIER**  
General Manager



**Saran NDIAYE**  
Bright Future Leader



**Yousra KAMALI**  
Bright Future & Social  
Media Coordinator



**Evelyne VAN STAPPEN**  
Job Academy  
Volunteer Leader



**Norma DI NIRO**  
Volunteer Transition  
Support



**Jan GUNS**  
Volunteer General  
Support



**Jacques ESCOUFLAIRE**  
Volunteer Workshop  
Organiser



**Maren SIGGE**  
*Bright Future  
Project Leader*  
(Until April 2024)



**Romain DE MYTTENAERE**  
*Bright Future  
Coordinator*  
(Until June 2024)

# Partnering Companies & Representatives

**a'kkanto**

Christopher BARZAL



Daphné CAWET



Orian BIART



Philippe LION



Julia HERVE



Thierry DUQUESNE



Clarisse CORRALES ORTEGA



Esther FORSON



Demi NACHTERGAELE



Delia AGNEESSENS



Véronique HENRY



Sarah RIBESSE



Caroline VERGEYLEN



Clarisse PONCELET



Mélanie FLOUHR



Fredine IRUBA



Diane DE GREEF



Klaudia BEQUART  
Marga CAPRONI

CLIFFORD  
CHANCE

Pieter DE BOCK



Monique RIBESSE



Etienne DE WERGIFOSSE



Jimmy BROUNS



Lara GARAMANOKIAN  
Laura LEGARDIEN



Marius NDOLIMANA



Eric BAECKELAND



Alexia GOETHALS



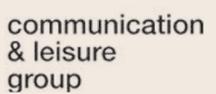
Pierre DANGER



Loes VANHEE



Julie JAUMOTTE



Karel JOOS



Pierre NISIN



Marguerite KERVYN  
Ischa LAMBRECHTS



Carine HOFKENS

# More Members, More Mentors, More Impact

In 2024, we had the pleasure of welcoming **five new partners** to our community.



Each organization adds unique strengths that enhance our efforts and support for our mentees. We believe collaboration is essential for achieving our goals, and these partnerships help us tackle challenges and explore growth opportunities. We look forward to sharing more ideas and resources as we work to create a vibrant and inclusive community where everyone can thrive. Each new company that joins our network helps us strengthen our impact.

**Our new members have allowed us to launch  
28 new duos in 2024**

# Insights From Our Valued Partners



“ Since the summer of 2024, Eubelius has been an active member of Be.Face. This project really spoke to us, as it actively tries to bridge the gap between students and professionals, by providing a framework for mentees and mentors to find each other and exchange experiences. I think mentorship can be a valuable tool especially for students & job seekers with a difficult socio-economic background, to help them during this process.

**- Esther Forson**



“ At CPChem, we believe that these values are essential to drive innovation, foster fairness and build belonging. Everyday, we strive to have a positive influence on the communities around us, promoting a workplace where everyone can thrive and contribute fully to collective success. Be.Face has been a fantastic partner to create a measurable impact!

**- Antoine Janssens**



# SteerCo Events: Connecting and Sharing

## Steering Committee

Representatives of member companies are regularly invited to attend the steering committee, where they receive updates on ongoing operations. We begin by discussing progress and future projects, allowing members to share feedback on improvements and propose new initiatives. The meeting is followed by a networking cocktail, where we welcome our mentees and their guests, who are interested in joining Be.Face.

Each event offers a fantastic opportunity to meet or reconnect with mentees while being warmly hosted by one of our member companies. These gatherings are genuine moments of connection and sharing—so much so that we often find it hard to bring the evening to a close!

In 2024, we had the chance of being hosted by:



## Understanding our cost and revenue structure

Mentoring is the foundation of our activities. Core tasks such as maintaining relationships with academic and public institutions (CPAS, social services), managing the registration of new mentees and mentors, facilitating matching, launching and supporting mentor-mentee pairs, and organizing workshops form the heart of what we do. Consequently, personnel-related expenses represent the largest share of our costs.

Enrolment in our mentoring programme and participation in all the activities we offer are completely **free of charge** for our mentees. This is why financial support from our partners is essential to cover the operational costs of the association.

Currently, Be.Face's financial structure is relatively simple, relying primarily on **membership fees** contributed by our partner companies, supplemented by a few **additional donations**.

However, our revenue from membership fees alone is not sufficient to cover our cost structure. For this reason, additional financial support is crucial, and we are actively seeking to **diversify our funding sources**.

# Special Contributions From Our Members

Every member contributes uniquely to our mission, but we'd like to give a special mention to...



For their offices, IT, HR & accounting support.



For their donation to help supporting our social media and communication plan.



For their donation to have a part-time employee to support *Bright Future*.



For their donation to support a special event for our mentees in 2025



For helping us with our website support.



For their donation to support *Bright Future's activities*

# 2024. Key Figures

**150**

## Mentees Accepted



### 108 students accepted

- 97% of the students recommend the program
- Mentoring key contributions
  - Job market knowledge
  - Network development



### 42 job seekers accepted

- 95% of the job seekers recommend the program
- Mentoring key contributions
  - Network development
  - Self confidence
  - Job market readiness



- 14 workshops
- 153 participants
- 97% of the participants say the workshops met their expectations



### Bright Future

A year-long adventure of mentorship for university and college students, where dreams get a turbo boost!

**Be.Face**  
Bright Future



### Job Academy

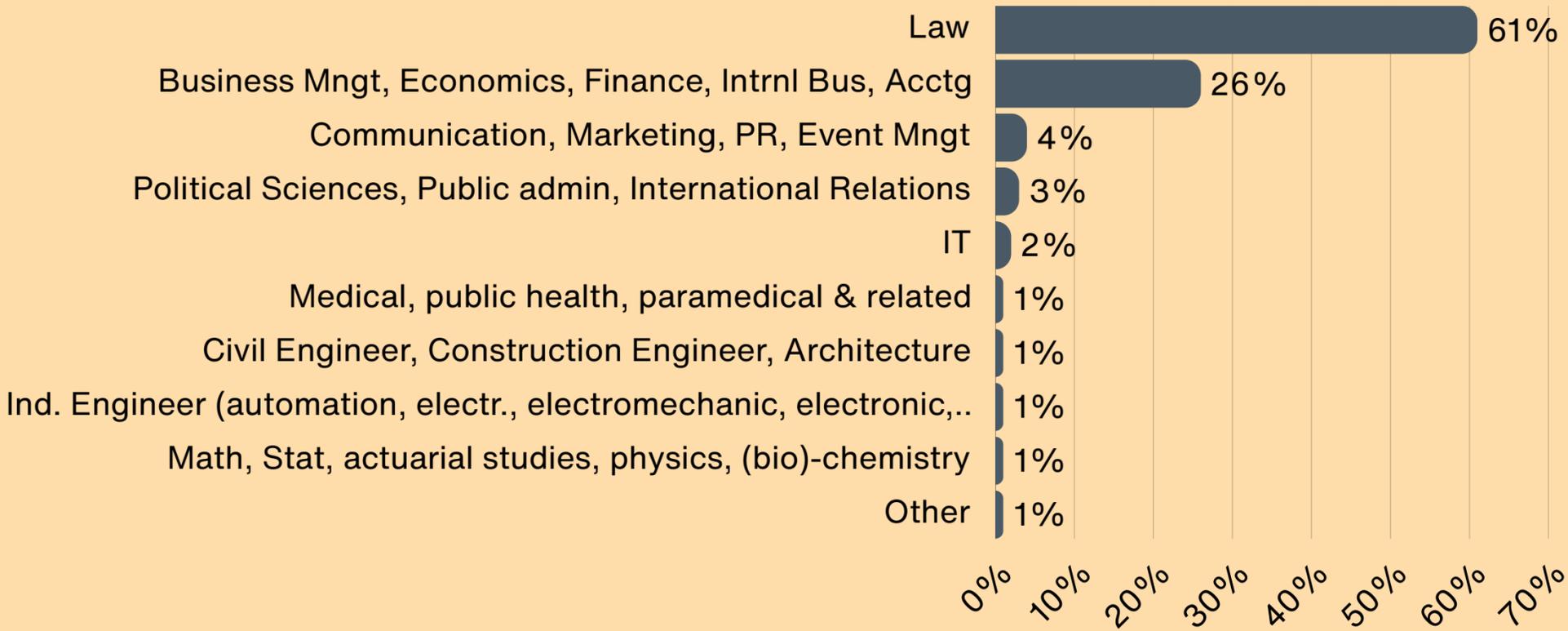
A six-month mentorship for job seekers to get some support in their job search!

**Be.Face**  
Job Academy

# Mentoring - This Year's Achievements

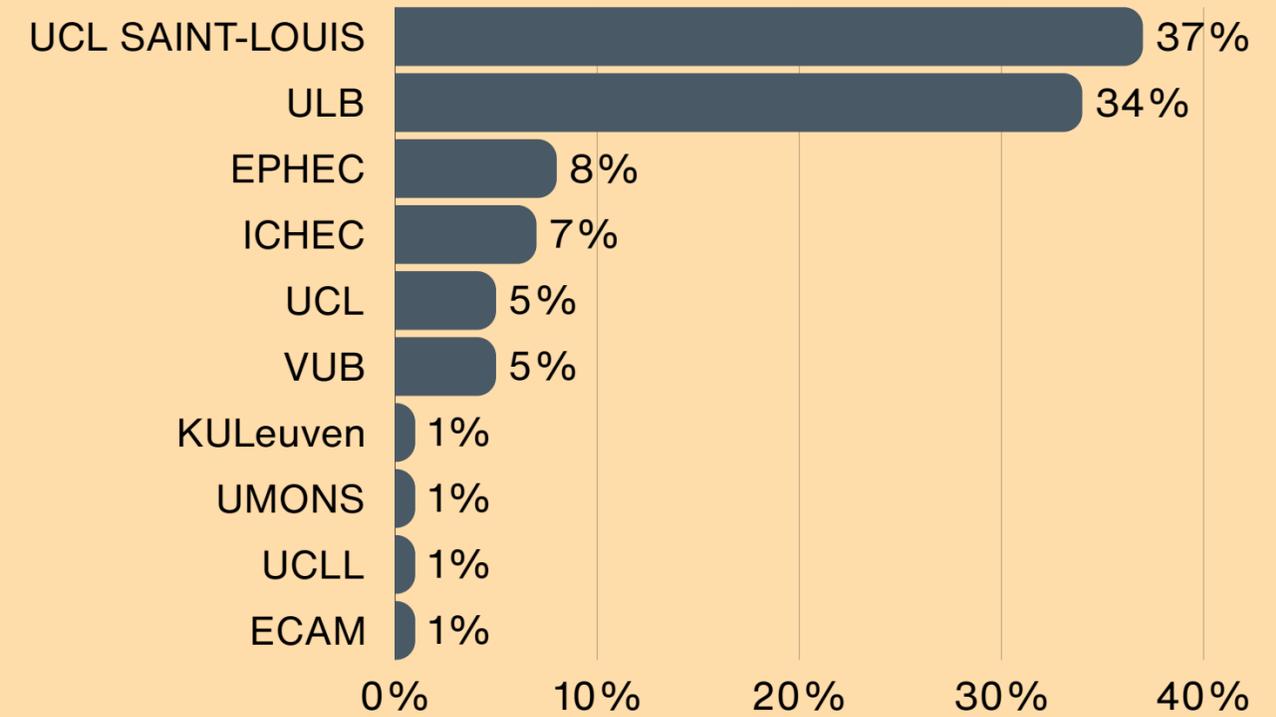
## Getting to Know Our Students

**Breakdown by Studies**



In 2024, **61%** of the mentees in our Bright Future programme are **law students**. This high percentage reflects our programme's strong reputation among law students, largely driven by effective **word-of-mouth** within that community.

**Breakdown by Universities & Colleges**

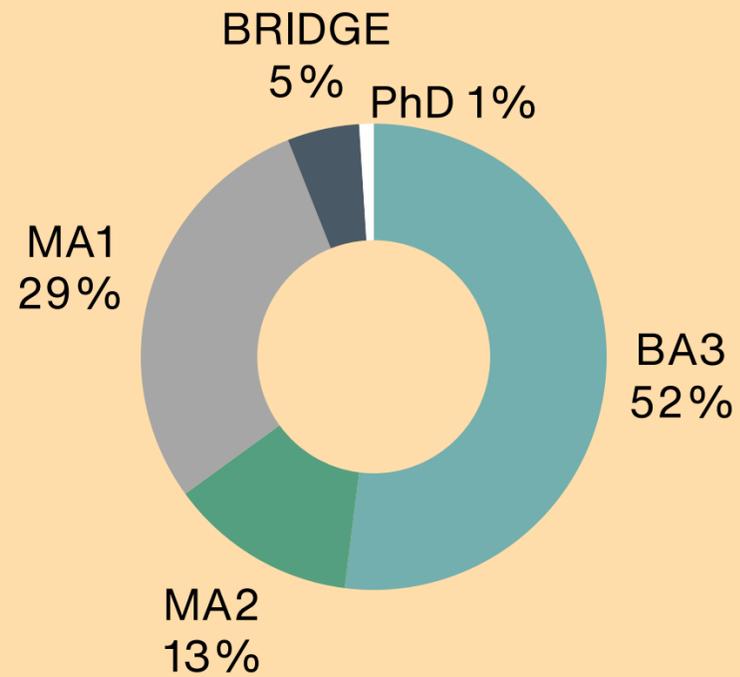


This year again, **UCL-Saint Louis** and **ULB** remain the two big pools of incoming students to the programme. Together they represent **71%** of the students, an increase from 65% in 2023.

# Mentoring - This Year's Achievements

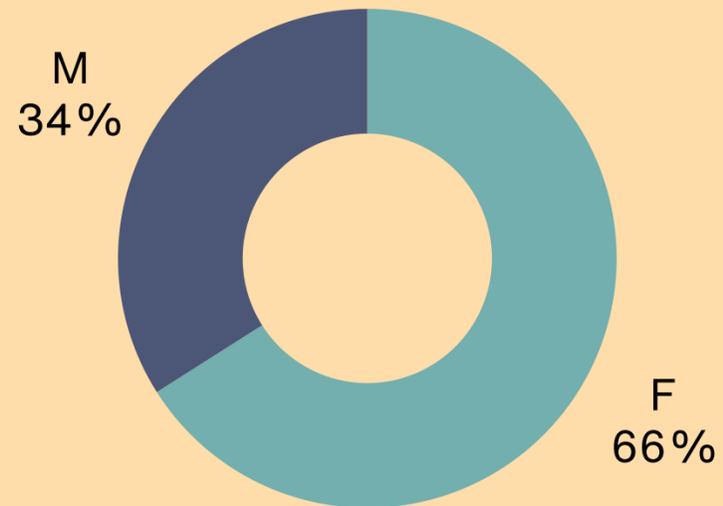
## Getting to Know Our Students

**Breakdown by Year of Study**



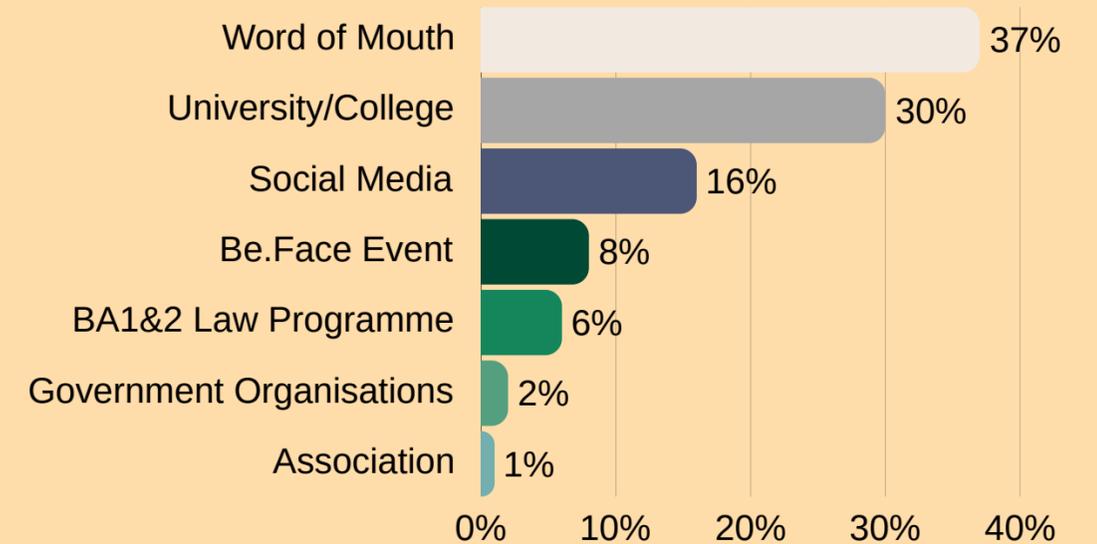
The programme targets students from BA3 onwards, with **BA3 students making up more than half of the Bright Future mentees**. This is likely due to the importance of selecting a master's program that year, a decision where mentorship can provide valuable guidance.

**Gender Distribution**



In 2024, **the gender distribution has shifted slightly** compared to 2023, where 27% were identifying as Female and 73% as Male.

**How Do Students Hear About Be.Face?**



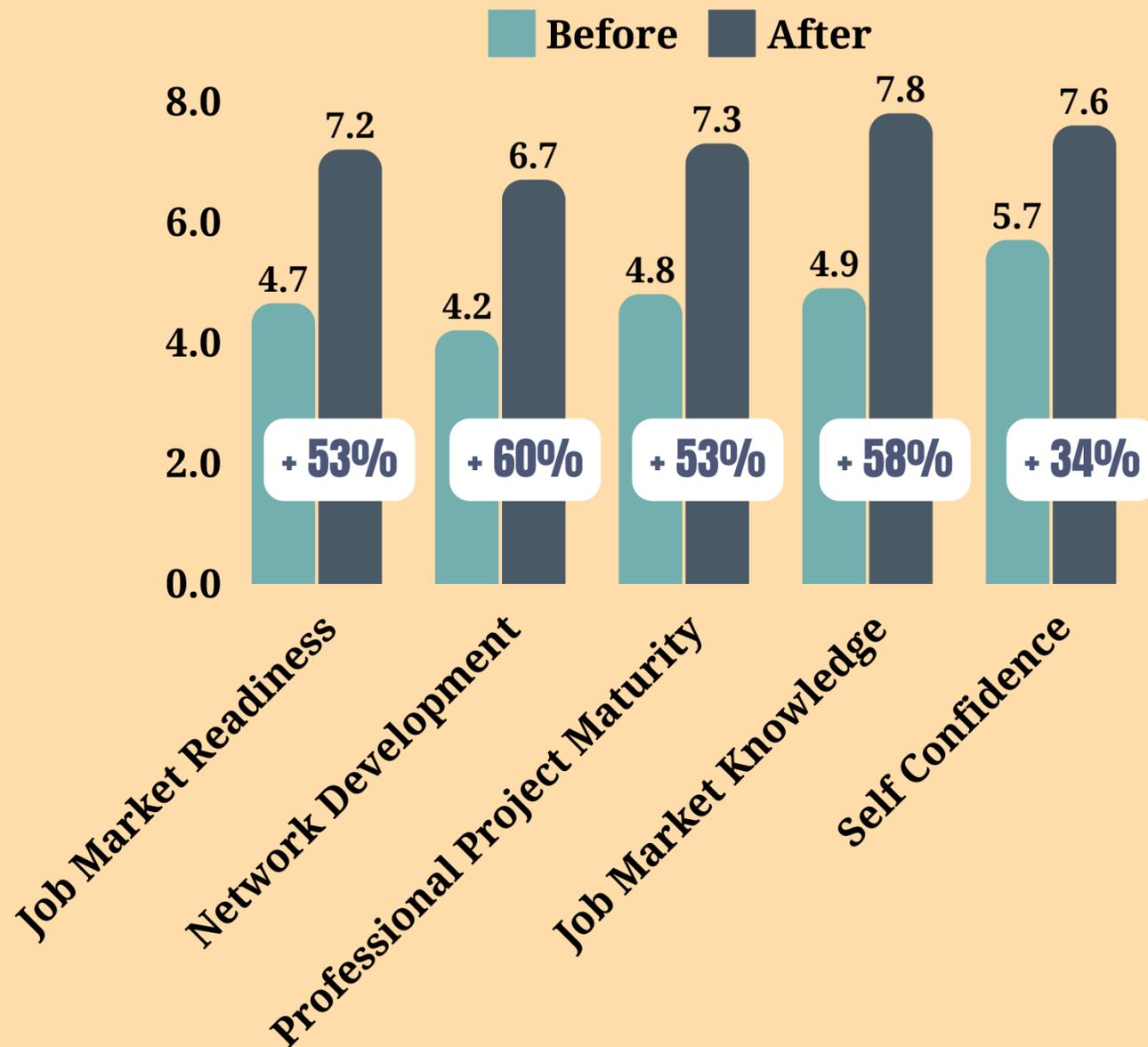
Because **students highly recommend our mentoring programme, word of mouth** has become **powerful communication tool** and our primary source of **awareness**.

**Social media** saw a jump from 6% to 16%, reflecting a strengthened communication strategy on LinkedIn.

# Mentoring - This Year's Achievements

## Getting to Know Our Students

### Benefits of Bright Future For the Students



95%

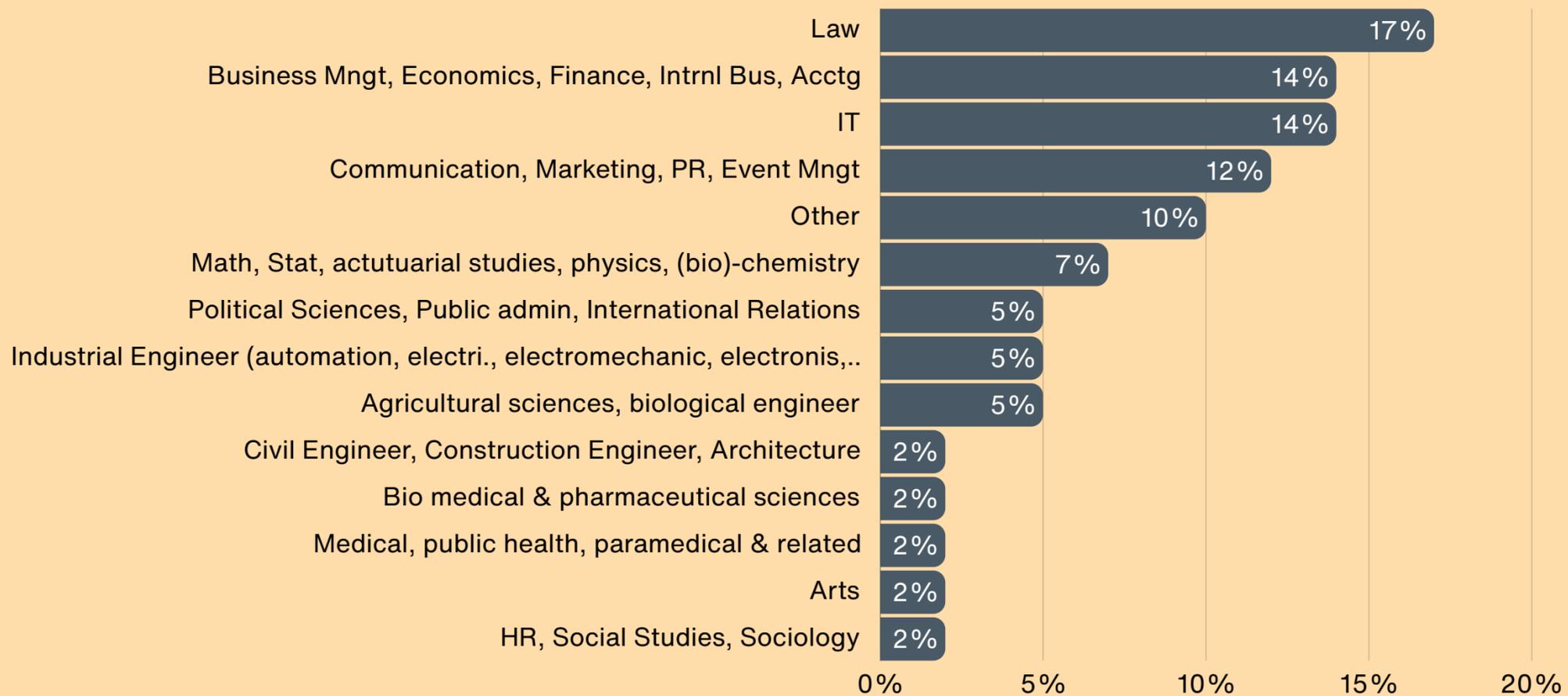
of the students recommend the Bright Future mentoring programme.

The improvements reported by the students show the programme's effectiveness in enhancing knowledge and readiness for the job market through **valuable guidance and support**. Additionally, the opportunity to **network** through the mentors' connections adds great value, opening doors to further professional growth.

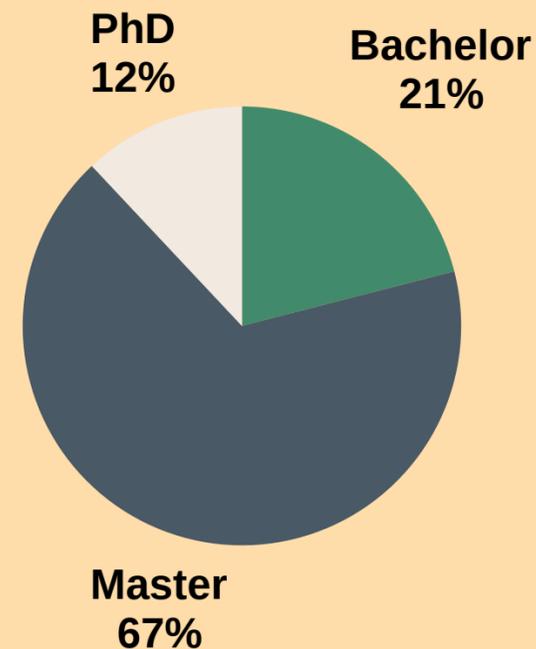
# Mentoring - This Year's Achievements

## Getting to Know Our Job Seekers

**Breakdown By Field**



**Breakdown By Diploma**

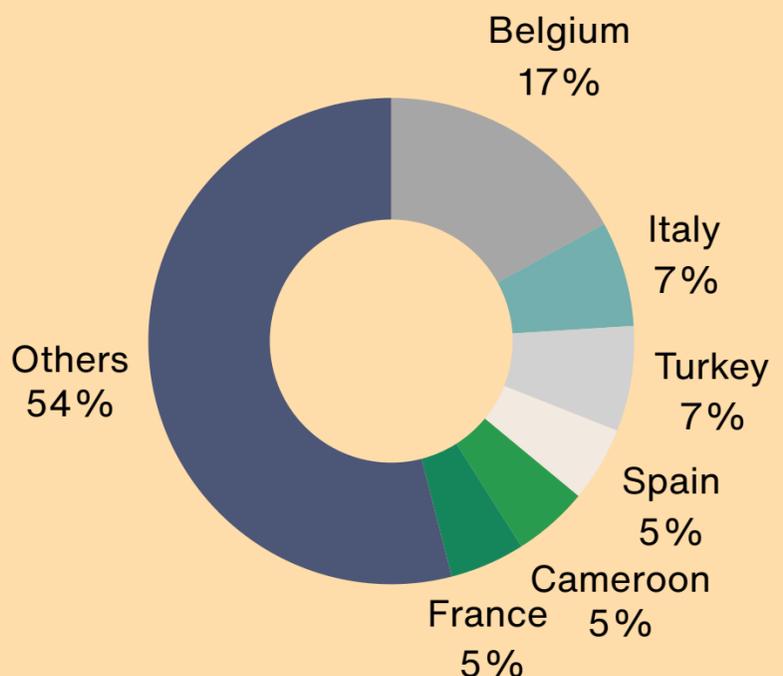


Highly skilled and talented job seekers from diverse backgrounds and various fields of expertise often face challenges in accessing employment opportunities due to a lack of key resources. This represents a significant loss of talents for companies.

# Mentoring - This Year's Achievements

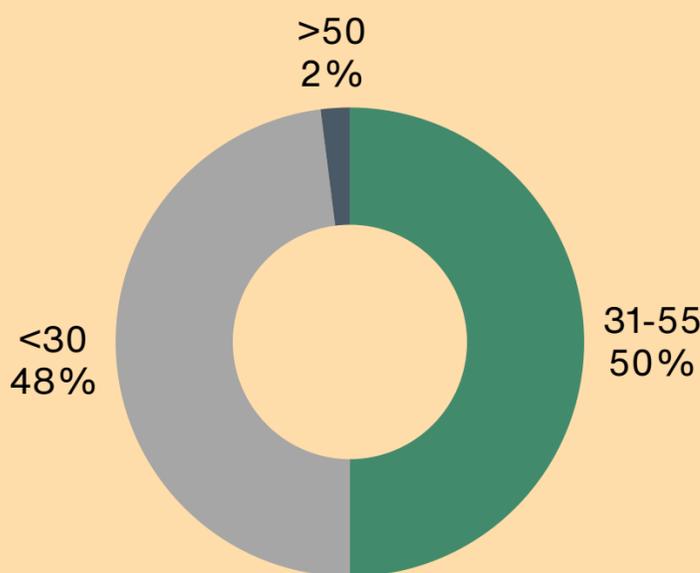
## Getting to Know Our Job Seekers

### Distribution By Country Of Origin



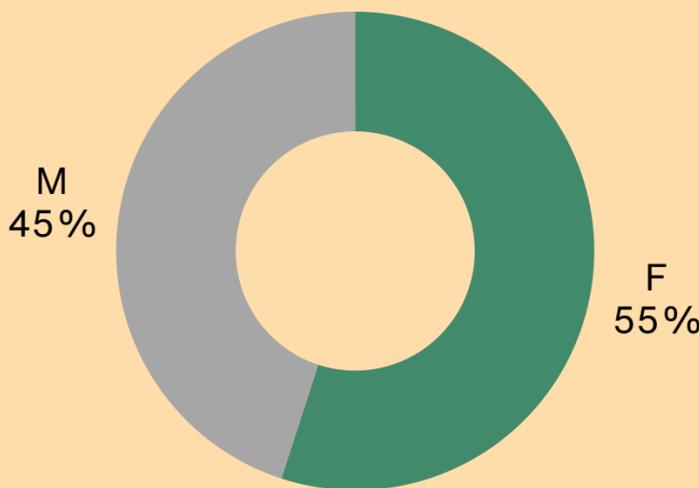
**A major shift in trends can be observed in the countries of origin of job seekers.** There has been a nearly 50% decrease in the number of job seekers from Belgium. Turkey remains in the top 3. Cameroon, France, Italy, and Spain have now joined the top five countries of origin.

### Age Distribution



**The percentage of job seekers below the age of 30 continues growing** from 42% in 2023 to 48% in 2024. This can be explained by a growing number of young graduates joining the Job Academy programme.

### Gender Distribution

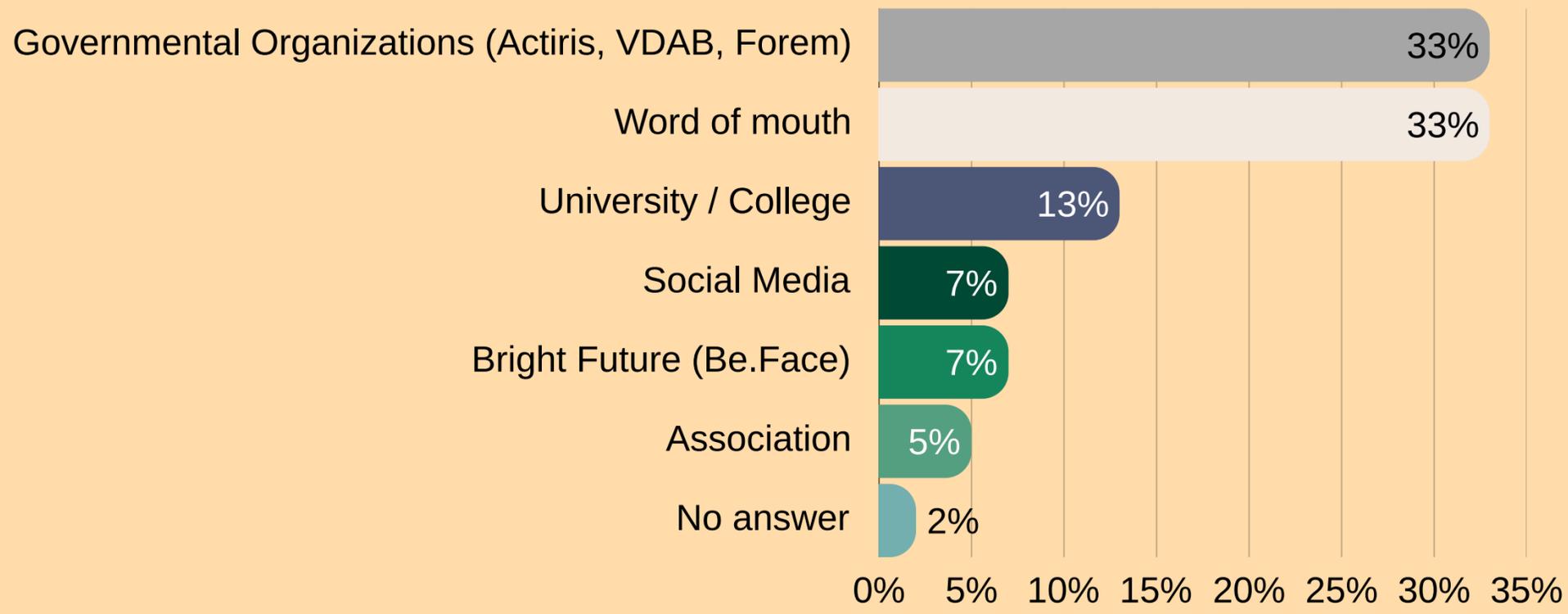


While we saw a significant increase in the number of women accepted into the programme in 2023, the trend reversed in 2024, resulting in a **more balanced ratio of 45% men and 55% women** versus 38% men and 62% women in 2023

# Mentoring - This Year's Achievements

## Getting to Know Our Job Seekers

### How do job seekers hear about Be.Face?

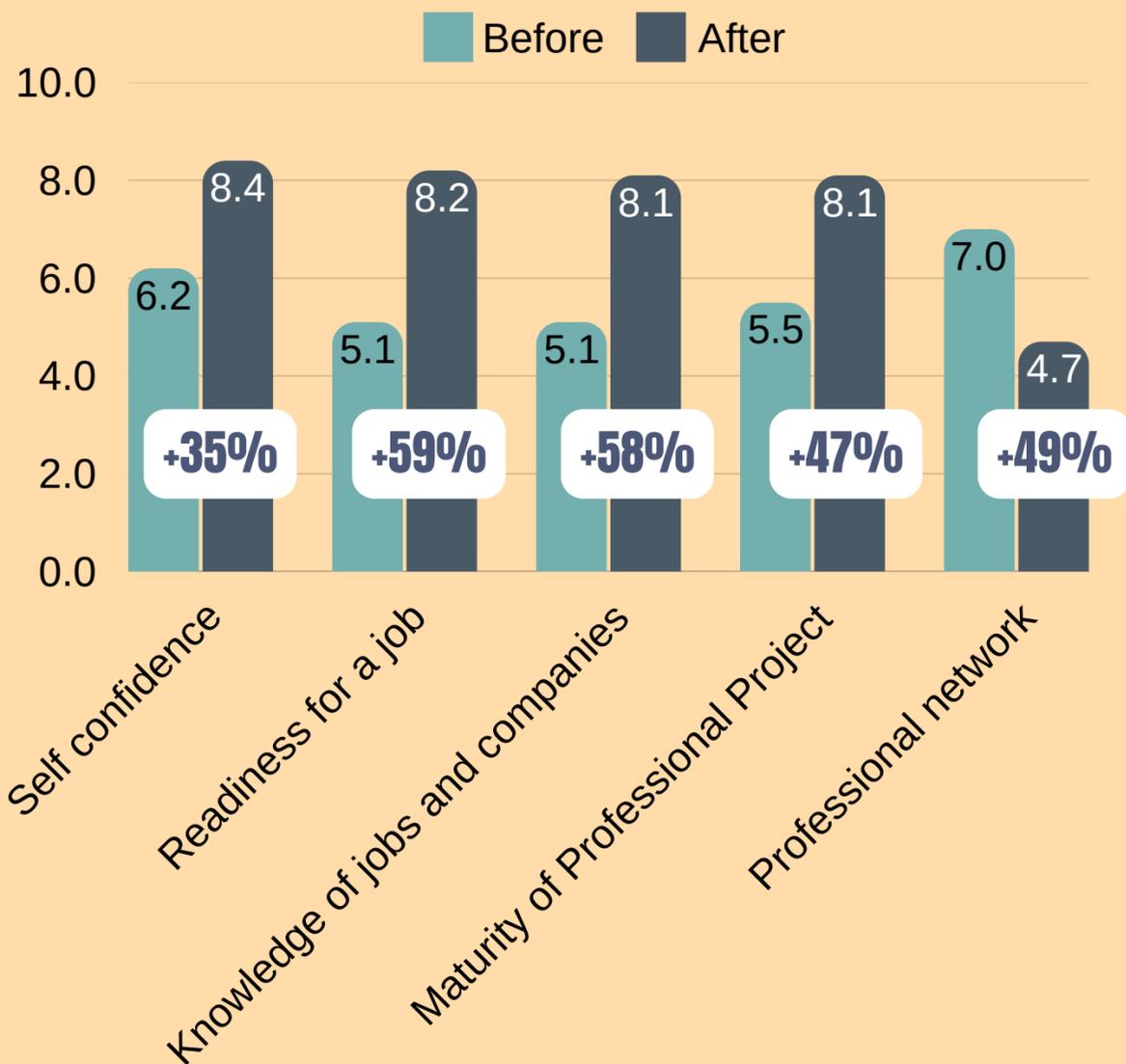


Governmental organizations and word of mouth are the top sources of new job seeker registrations. By welcoming Be.Face to their job fairs, universities and colleges are contributing to our communication efforts around our mentoring programme.

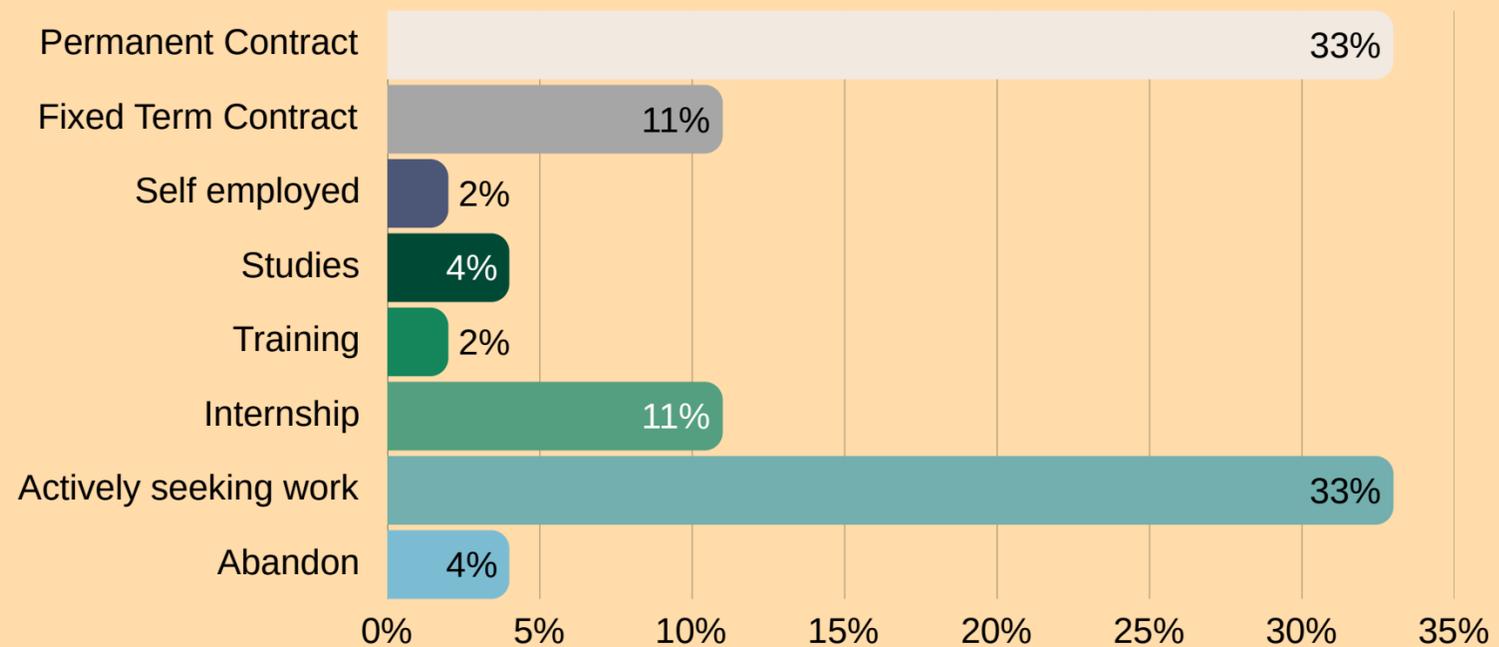
# Mentoring - This Year's Achievements

## Getting to Know Our Job Seekers

**Mentoring Benefits For Job Seekers**



**Mentoring Outcome**



**63%** Positive Outcome

# Mentoring - Some Mentees' Feedback



**Emily**  
Student

Master in Event Management  
**IHECS**



**Muhammad**  
Job Seeker

Advanced Master in Financial Markets  
**Solvay Business School**



**Nisrine**  
Student

Bachelor in Information & Communication  
**ULB**

## Job Academy Duo: Dirk & Zakaria



“Ik wil me graag bij uw organisatie bedanken en ik wil heel graag bij mijn mentor Dirk hartelijk bedanken. Hij was altijd heel vriendelijk en gaf me veel advies en motivatie. Bedankt voor zulke projecten die de kans aan de mensen geven om professionele mensen te leren kennen Hartelijk bedankt.

**-Zakaria (Mentee)**

“Het was een nieuwe ervaring, doch het persoonlijk bijstaan en begeleiden van een werkzoekende heeft me eveneens energie gegeven. Ik heb ervaren dat een luisterend oor & het aanreiken van enkele mogelijkheden een werkzoekende verder kan helpen en de nodige motivatie kan bieden om alsnog niet op te geven. Het intermenselijke contact primeert en heeft in deze mentoring zeker bijgedragen tot het positieve resultaat.

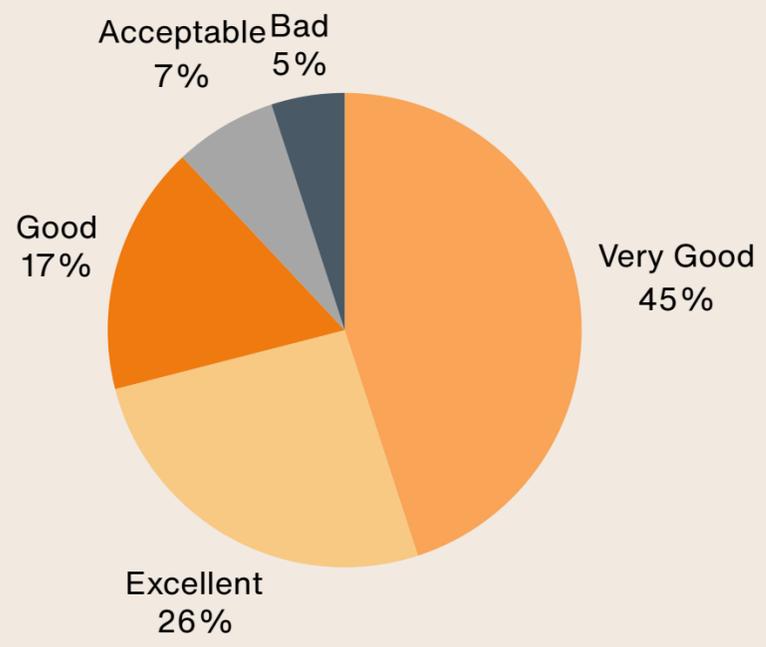
**-Dirk (Mentor)**

**TRACTEBEL**  
ENGIE

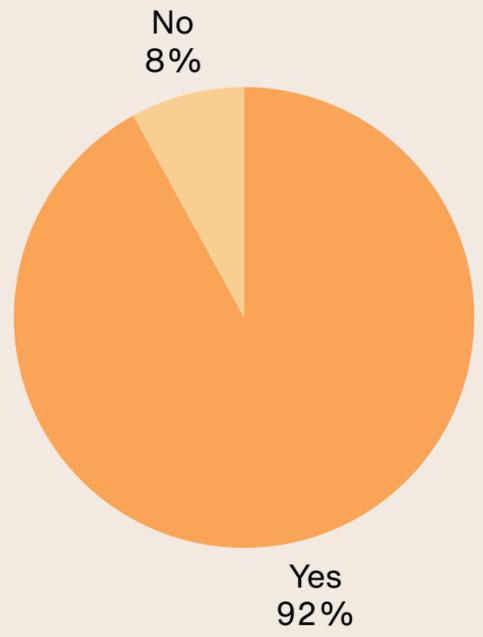
# Mentoring - This Year's Achievements

## Getting to Know Our Mentors

### Mentors' Global Experience



### Mentoring's Contribution to Company's CSR Goals



### Mentoring's Contribution to Personal Development



Overall, **95%** of mentors reported **enjoying their mentoring experience**. As much as we strive for perfection, the remaining 5% can be attributed to factors beyond our control, such as changes in field of interests, mismatched personalities, or one party no longer having the time to fully commit to the mentoring programme..

“This initiative is a great platform for many folds. On one hand, it allows the mentors to contribute to the community by encouraging other people to have a better career opportunity. On the other hand, it also builds friendship and connections between mentors and mentees. After all, we learn from each other so we mutually benefited from this initiative.  
-Seil H. **Deloitte**.

# Mentoring - Some **Mentors' Feedback**



**Eric De Laet**



**Julie Jaumotte**



“ *It was a former mentee who introduced me to Be.Face. She shared her experience with her mentor and the profound impact it had on her professional and personal development. I value human connections, so when our organisation became a member of Be.Face, I didn't hesitate to sign up. When I reviewed my mentee's profile, I found some similarities with my own background. Meeting her, I was impressed by her determination and clarity of purpose. She has a clear professional project and is committed to achieving it. Understanding the challenges she faces in a networking-driven environment, I'm helping her by mobilising my contacts, supporting her applications, and assisting in shaping a strong professional profile.* ”

# Workshops - Learning Together

Workshops are key contributors to Be.Face’s mission, fostering **self-development, non-academic learning and networking**.

These sessions are **exclusively** for our mentees and are **complimentary to the mentoring**, helping participants gain essential **soft skills and confidence** for today’s job market. Thanks to our wonderful partners who host these sessions and share valuable advice, these workshops promote a **supportive community** that enhances the learning experience and empowers the leaders of tomorrow!

## A few examples of 2024 workshops:

Be.Face  
 Equality · Diversity · Inclusion

**LinkedIn Workshop**

Make yourself stand out!  
 7 October 2024

**CBTW**  
 A global tech company

Be.Face  
 Equality · Diversity · Inclusion

**WORKSHOP**  
 « RÉSEAUTAGE PROFESSIONNEL, MODE D'EMPLOI »

📅 29 Octobre 2024  
 🕒 16h30 - 18h30  
 📍 Tour Engie - Boulevard Simon Bolivar 36, 1000 Bruxelles

**Chevron Phillips CHEMICAL**

**WORKSHOP**  
 « FIRST IMPRESSIONS TO LASTING SUCCESS: A GUIDE TO BUSINESS ETIQUETTE »

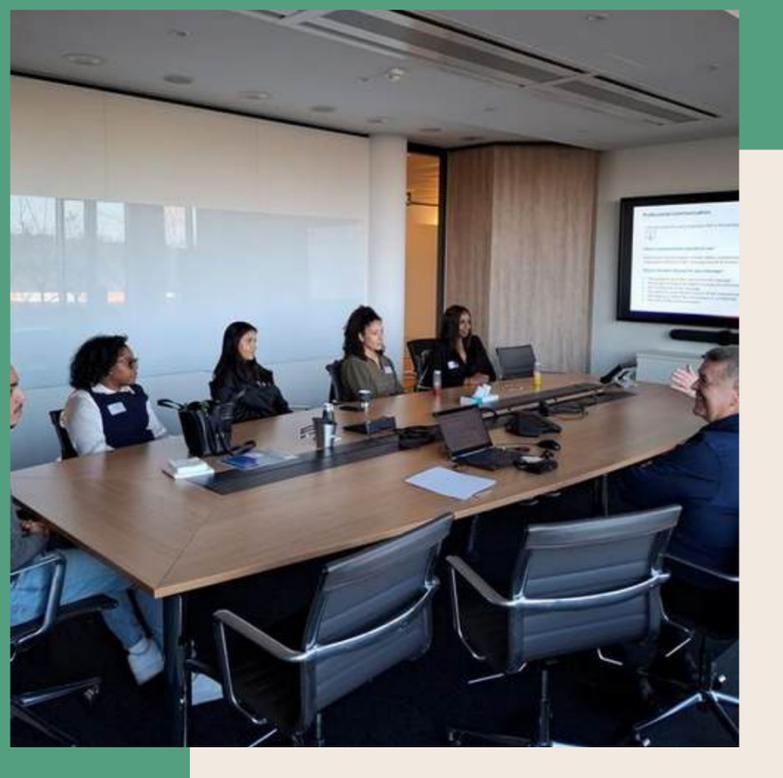
📅 28/11/2024  
 🕒 09h30 - 13h00  
 📍 Leonardo Da Vincilaan 19, 1831 Diegem - Airport Plaza (Stockholm Building)

Be.Face  
 Equality · Diversity · Inclusion

# Workshops - Breakdown



In 2024, we organized **14 workshops** and had a total of **153 participants.**



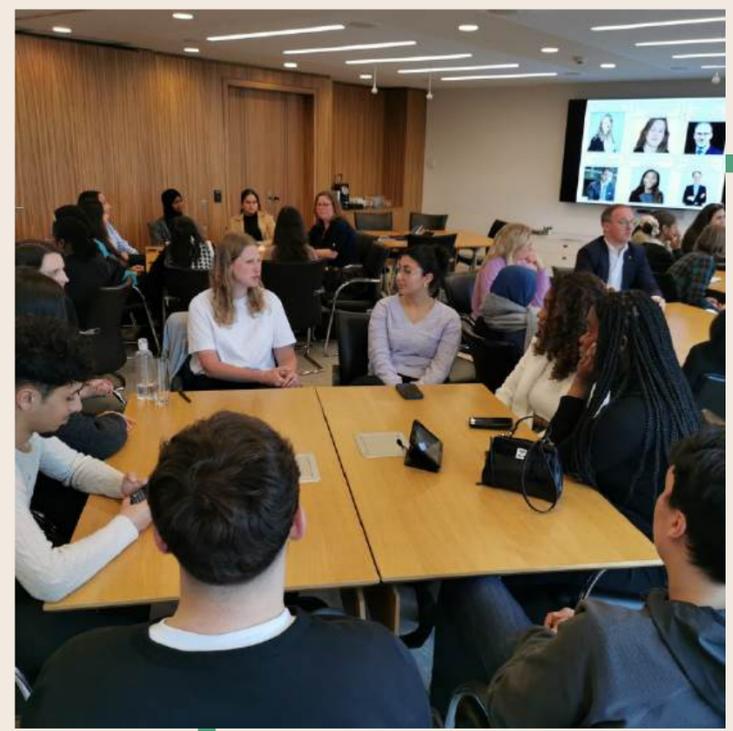
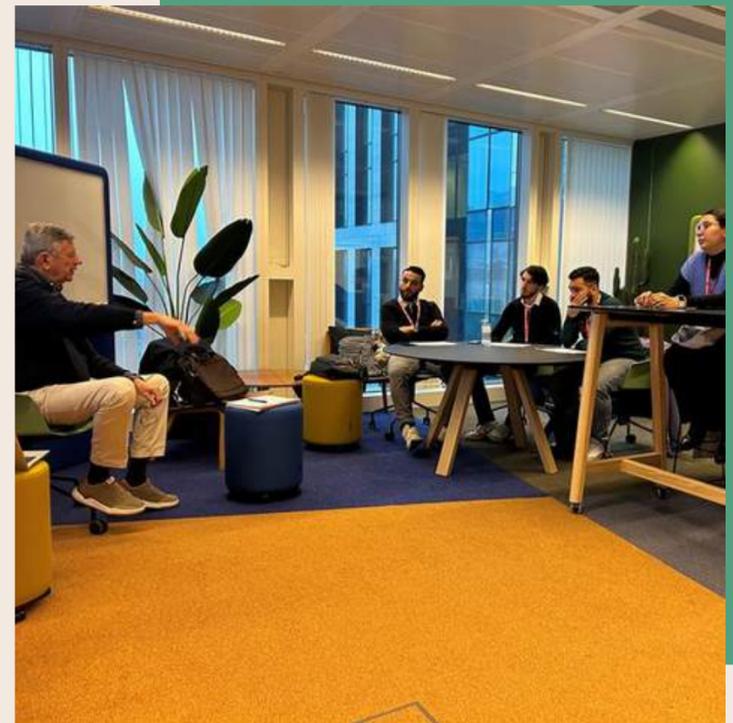
## Participants' Feedback

**100%** Were **satisfied with the content** of the workshops

**99%** Found the workshops **relevant & useful**

**97%** Said the workshops **met their expectations**

**93%** **Acquired new skills** during our workshops

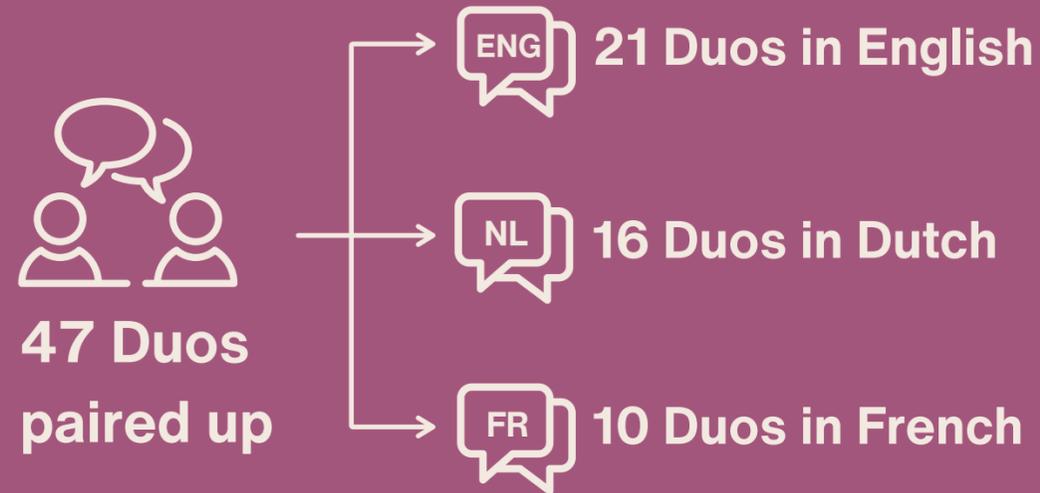


# Language Duos - Breaking Language Barriers

During the summer, we brought back our *Language Duos* programme. Over three months, we paired students and job seekers with volunteer coaches from our partnering companies to practice and improve their language skills in **English, Dutch, or French**. The results were incredible—a true success story!



# Language Duos - Breakdown



**100%** Would like to participate again next summer

**100%** Felt at ease with their coaches

**84%** Said the programme met their expectations

**84%** Said their confidence in speaking the language improved

**60%** Said their knowledge in the language improved

## A Few Words From Our Language Duos...

“You should join the Language Duo programme with Be.Face because it’s a fun way to quickly improve your language skills through **real-life conversations** while **connecting with different professionals**. Plus, it opens doors for better career opportunities and **personal growth**.”

“I really enjoyed the sessions! It was not only a language practice, but also a way of improving my knowledge about **society, working atmosphere, and socializing**.”

“C’était une chouette expérience très **enrichissante**. Ma tutrice était géniale et je pense que cela a beaucoup joué. Nous avons décidé d’allonger l’expérience car cela m’a vraiment permis d’être **plus confiante** et surtout d’oser parler l’anglais plus facilement.”

# Summer Jobs - An Introduction to the Professional World

In the summer of 2024,  **BNP PARIBAS FORTIS** and **Deloitte** welcomed our mentees into their teams for **summer jobs opportunities** in departments aligned with their studies. It was a unique opportunity, and our mentees left feeling very grateful for the experience and the chance to grow professionally. Not only did they develop their professional skills, but they also built meaningful connections and a clearer vision of their career paths.

## Summer Jobs - Breakdown



# Some Feedback...

 **Ingrid Ngayubwiko** • 2nd  
Master's degree in Business Engineering  
2w •  [+ Follow](#)

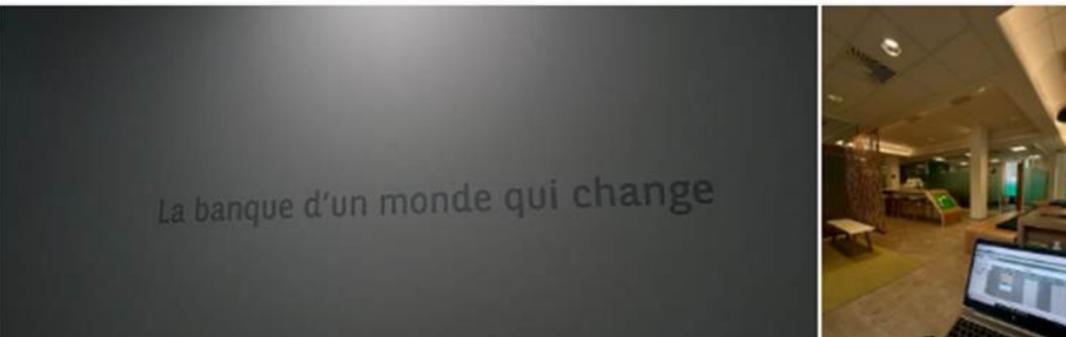
This summer, I had the incredible opportunity to work as a Summer Student at the **BNP Paribas Fortis** branch in Mons. This experience was truly enriching, as it gave me a firsthand look into the world of banking. I immersed myself in handling daily customer needs, such as issues with bank cards, scheduling appointments for loans, managing customer accounts, and processing routine transactions.

These experiences allowed me to acquire valuable skills and enhanced my abilities in receiving and addressing client requests, which proved to be very valuable and a significant learning opportunities.

Overall, I would like to thank my talented colleagues for their warm welcome and support.

Now, I am excited to enter the final year of my master's degree. I feel well-prepared to take on new challenges.

Many thanks to **Be.Face** for this wonderful experience !



 **Yasemin Erdogan** • 2e  
Social Media Manager @TEDxBussels | M2 Business Engineerin...  
4 mois •  [+ Suivre](#) ...

My work at **Deloitte** in the Deloitte Services & Investments (DSI) - Sustainability Team has come to an end, and I am grateful for all the insights gained and the people I've met! 🌻

These past few weeks have been rich in learning, development, and good company! 🌈 I would like to thank **Be.Face** for making this opportunity happen and for creating countless other occasions for students. 🎓

Thank you to **Annelies Vanreenterghem** for all the great advice and development opportunities she offered me! 💡

Thank you to **Emeline Baert** for her kindness, support, and help with everything I needed during my time at Deloitte! 🌸

And finally, thank you to **Razia, Marie**, and @Samantha Haines, with whom I had the opportunity to work a couple of times and who have been so kind to me! 🌞

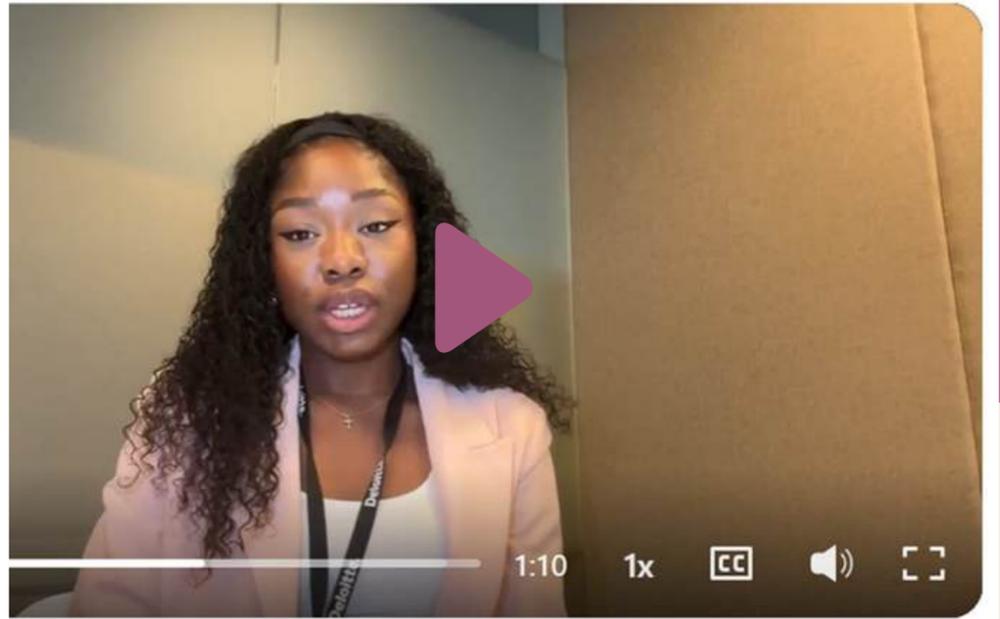
Making an impact that matters! That's all life can be about! 🌍

Afficher la traduction



 **Frieder De Borger** • 2nd  
Director Purpose & Talent at Deloitte  
2w •  [+ Follow](#) ...

"Talent is equally distributed, opportunity is not." (Leila Janah). This is precisely why **Be.Face** has been one of our strategic partners at the Deloitte Foundation for many years. This summer, we welcomed again 17 job students, well-selected through **Be.Face**, providing equal opportunities for young and diverse talent. Check-out the personal growth stories, main take-aways and advice of **Bengisu Bozkanat, Rania E.** and **Gracienne Kiamienga**.  
[#InclusiveWorkforce](#) [#LifecatDeloitteBE](#)



# Our Committed Board Members



**Kris VERHELLEN**  
**CHAIRMAN**  
Managing Partner at Meridians BV



**Norma DI NIRO**  
Financial Advisor  
**INDEPENDANT**



**Renaud HENDRICE**  
Partner G13 Global Investment &  
Innovation Incentive Services  
**Deloitte.**



**Anne-Sophie HUGE**  
Head of External  
Communication & CSR  




**Jimmy BROUNS**  
Sales & Lead Partner  




**Anne-France SIMON**  
Head of Diversity, Equity & Inclusion  
CoE Diversity & Social Inclusion  




**Antoine JANSSENS**  
EMEA General Manager  


Be.Face is a not-for-profit organization in de legal form of a Belgian ASBL/VZW, **created in 2010**. The articles of incorporation were last modified as approved by the general assembly of **18 March 2021**.

In 2024, the Board convened three times to discuss the organization's strategy, structure, and budget. Additionally, the Board made one written decision regarding the change of the statutory seat. The financial situation was rebalanced through a combination of cost-cutting measures, membership fees, and the termination of VAT obligations, based on the endeavours and reports prepared by Norma DI NIRO, acting as interim General Manager. In the second half of the year, Anouk LESCRENIER assumed the role of General Manager. The Board also decided to establish advisory committees on governance, strategy, and digitization.

## Attendance of board meetings

28 May 2024	<b>7/7</b>
24 September 2024	<b>6/7</b>
17 December 2024	<b>6/7</b>

## General Assembly

The general assembly of members was convened on 28 May 2024. The assembly was informed of the operational impact and financial statements of Be.Face and approved all resolutions unanimously.

We wouldn't be able to achieve it all without the help of **our dedicated volunteers**. This year, we welcomed **18 new volunteers** in our interviewers pool –adding to the commitment of our existing volunteers. Their ongoing support during interviews helped us to manage new registrations effectively, especially during our busiest seasons.

*“Being an interviewer for Be.Face has been truly rewarding, allowing me to connect meet candidates from diverse backgrounds. It's fulfilling to see candidates find the right support and move closer to their goals. The collaboration with Be.Face has been smooth and enjoyable, marked by clear communication and a supportive atmosphere. I'm proud to contribute to an initiative that fosters inclusion and creates meaningful opportunities for students and job seekers.*

**-Olivier Thas**  
**Deloitte.**

## Volunteering with Us

We have growing ambitions to expand our network and support our mentees so, if you are interested in making a difference, we invite you to join us.

We are currently seeking a volunteer **treasurer** for a commitment of just 15 hours a year, along with **additional volunteers to help us in our mission**. If you want to learn more about how you can contribute, please reach out to us!

# Let's go further together, join our network and unite our forces

You are a decision-maker working on DEI policy in your company and looking for a strategic partnership to take your initiatives further?  
You are an employee of our member companies, and you would like to become a mentor?  
You do not see your employer in our network, and you would like to become a mentor?  
You are a student or job seeker? Motivated to get some help from a mentor?

**Register as a  
new company**

**Register as a  
mentor**

**Register as a  
student**

**Register as a  
job seeker**

# Thank You



## Reach out to us:

 [linkedin.com/company/be-face](https://www.linkedin.com/company/be-face)

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