

# RAISE AWARENESS, EDUCATE AND INVOLVE

**Company name :** NORTHERN TRUST GLOBAL SERVICES SE

**Activity sector :** Activités financières et d'assurance

**Company category :** Grande Entreprise

## Description of the action

Northern Trust launched a Luxembourg [Diversity](#) and Inclusion Committee which focuses on fostering an environment that embraces a diverse workforce and an inclusive culture that empowers us to recognise and value every difference.

In order to foster an inclusive culture, Northern Trust focused on initiating the launch of two Business Resource Councils (employee networks) dedicated to Women in Leadership and Multi-culturalism. We are hosting a series of events throughout the year to celebrate [diversity](#) and inclusion in the workplace. The Committee's last accomplishment included the celebration of the Luxembourg Pride by organising a Human Pride flag.

## Context

At Northern Trust, [Diversity](#) and Inclusion consist of designing and developing inclusive practices by providing opportunities to the employees and creating an inclusive leadership.

## Approach

In accordance with Northern Trust's corporate strategy, we drive engagement and empower all partners to participate in activities aiming to raise awareness, help overcome unconscious biases and increase confidence through professional and personal development sessions and promoting networking events.

## Objectives

Make a meaningful and measurable difference in the lives of Northern Trust partners by providing training, coaching and networking sessions and help everyone succeed.

## Impact

Develop a culture which fosters inclusion and equity, where partners can reach their full potential without a glass ceiling limiting them. We value differences and strongly believe these differences make our organisation and employees stronger.

## « To do »

- make [diversity](#) and inclusion part of corporate culture;
- create opportunities for dialogue;
- communicate on events; and
- support all employees culturally and professionally.

## « Not to do »

- create silos;
- make biased judgments in the workplace ;
- consider [diversity](#) without inclusion.