

# CREATION OF THE DB LUXEMBOURG 'S DIVERSITY AND INCLUSION COUNCIL

**Company name :** GROUP DEUTSCHE BANK

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

**Company category :** Grande Entreprise

## Description of the action

A dedicated council to develop more awareness around how big an issue diversity is in banks/financial institutions, and explain why having a diverse workforce is of importance both business case wise and ethically.

## Context

Council attendees (guest and members) will feel inspired to keep advocating, promoting and demand a workplace that values and encourages a diverse workforce.

## Approach

Starting a Diversity committee or a group that is devoted to Diversity and Inclusion helped DB to host smaller events and /or help raise awareness about important issues surrounding diversity. It also served project and ideas from all employees on how the bank can improve their diversity strategy.

## Objectives

The main tool is the information that needs to be shared: opinion, provocation, personal stories, discussion, Q&A to help achieve that outcome

## Impact

Diversity in business is finally coming under more and more public attention around the world with an increasing number of countries starting to understand the need to become more transparent in their business approach. The DB Diversity Council wish to tackle the pertinent issues faced in the workplace and Financial services industry, with particular regards to race, sexuality, handicaps and gender.

## « Not to do »

The Diversity council is an opportunity to spark discussion and highlight the many areas of diversity which can be improved upon.