

# D&I CONVERSATION TABLES

**Company name :** Clearstream

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

**Company category :** Grande Entreprise

## Description of the action

Each month, an internal conversation table is organized between the Board member D&I sponsor and 10 to 15 employees from different ages, nationality, background, gender. Each time a specific topic related to D&I is selected. We kick off the discussion by a video or a testimony, then we exchange /debate. We conclude the event by drafting at least one golden rule. Few examples of topics addressed : - "Introvert and Extrovert in the workplace" / How to manage a diverse team (diversity is also about personality) - Allyship - "What if we ask men and women the same questions"

## Objectives

Engage all employees in building a more inclusive workplace. Identify concrete actions to take. Get the regular pulse and feedback of employees. enrich our D&I roadmap

## Impact

We're not only talking about D&I, we act to be more inclusive.

## « To do »

Select a diverse group of employees. Explain that the conversation table is a safe place to speak. Encourage to share personal experience. Ensure during the conversation that everyone can talk.

## « Not to do »

Don't choose a too large topic, the risk is to not be able to get a concrete golden rule / action from the conversation