

BREAKING BARRIERS AND STEREOTYPES BETWEEN MEN AND FEMALE

Company name : Banque Havilland S.A.

Activity sector : Activités financières et d'assurance

Company category : PME

Description of the action

Engage all employees in building a more inclusive workplace

Context

Breaking barriers and stereotypes between men and female : we have organized 3 workshops for female and 3 workshops for men (around 12 participants for each workshop) at the initiatives of the Management and HR

Objectives

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

Approach

The workshops have been guided by a member of the Management and HR with the following themes: •Cultural barriers (i.e. atmosphere, acceptance, respect, full-time working mothers) •Structural barriers (i.e. hierarchy) •Competence barriers (i.e. skills set, experience) •Behavioural barriers (i.e. masculine vs feminine traits - speaking up, being too shy, modest) •Parental barriers (i.e. maternity, parental responsibilities)

Impact

We have had a very positive feedback, the employees who participated have been encouraged to speak up, to share their experiences and talk freely about any barriers encountered in their professional and personal life

« To do »

Assure the participants that everything said is treated confidentiality; the focus is on what the barriers are and how to address them (answers will not be traced back to employees). Ask everyone to keep the topics discussed during the session confidential; if there are things they do not want to share to with the group but HR, then they are most welcome to come to HR.

« Not to do »

Unclear workshop goals
Insufficient planning and preparation
The facilitators are talking too much and do not give to

their audience time to talk and think