

# DEFINE AND IMPLEMENT A D&I CHARTER

**Nom de l'entreprise :** Luxembourg Institute of Science and Technology (LIST)

**Secteur d'activité :** Autres

**Catégorie de l'entreprise :** Secteur Public

## Description de l'action

LIST D&I Charter identifies areas of action for diversity management and defines projects, milestones, and targets. LIST D&I Charter defines three focus areas: "Equal opportunities", "Wellbeing and belonging" and "Special protection". Action areas for which measures, milestones and targets have been defined are assigned for each focus area. There are measures that affect different fields of action and for which common milestones and targets have been defined.

## Contexte

At LIST, we strongly believe in the benefits of an inclusive culture. LIST's approach goes beyond diversity and inclusion in terms of gender and ethnicity to take account of differences in a broad sense. LIST makes a commitment to all its employees and partners that it will promote a company culture in which everyone can contribute their strengths and skills to LIST's strategy, and develop their potential, regardless of their ethnicity, beliefs, age, gender or sexual orientation. D&I management has been one of the organization's priorities since 2021 and has also been structurally anchored in the organization. The mission statement and values reflect this aspiration. The D&I Charter defines the following diversity principles for LIST: •LIST strives to provide a work environment that is free of prejudice and characterized by acceptance and mutual trust. •We are committed to providing all employees with equal opportunities for development, promoting their professional growth and enabling them to balance work and personal life. •All LIST bodies, departments and employees embrace diversity and are committed to the principle of equal treatment, mutual respect, and tolerance. •We are convinced that diversity and an appreciative corporate culture are essential drivers for creativity, innovation, and progress.

## Objectifs

LIST's workforce is very diverse in terms of the origins, education, age, gender, sexual orientation, and cultural background of the employees. We have made good progress over the last years in creating a fair, flexible and equal opportunities working environment. The aim of diversity management is to identify where we can do better, raise employees awareness, and develop and implement projects and measures to gradually reduce the inequalities identified.

## Approche

The D&I charter offers a framework to support LIST in designing and following effective strategies relating to workplace culture, leadership, and recruitment processes to improve equal opportunities and gender equality. For the three fields of action "Equal Opportunities", "Wellbeing and Belonging" and "Special Protection", projects, milestones and targets are defined for an 18-month period, then evaluated and updated. All employees of the organization are addressed, as well as customers and project partners. The D&I measures are supported and carried by the Board of Directors as well as the CEO and the management of the organization. The target group of the diversity management and the implemented measures and projects are all employees and the entire management. The D&I Officer, HR Director and the Gender equality Delegate of the staff delegation are primarily responsible for implementing the diversity strategy. Other internal and external actors are involved, which may vary depending on the project and measure: •Members of middle management •HR team, in particular the areas "Talent Acquisition," "Learning and Development Center of expertise," and "HR Projects •Finance and Administration, in particular the "Infrastructure" and "Safety" departments •Employees of the research departments •Communications department •Legal Service •Representatives of ministries, research institutes, non-profit organizations, associations, and interest groups

## Impact

The fields of action of the D&I Charter and the assigned projects look into all areas of the company: From human resources (recruitment, training, career development, management, retirement) to infrastructures (technical infrastructures, buildings) and communication media, processes and policies to research projects and research results.

## « A faire »

Promotion of Diversity & Inclusion in all areas and through all used media channels. Regular reporting and information of all employees about upcoming and ongoing measures. Involvement of internal stakeholders from all areas and hierarchical levels.

## « Ne pas faire »

D&I management is not a single measure that can be implemented in a few months, but it is a long process.