

# EQUALITY, INCLUSION AND EQUAL OPPORTUNITIES AT THE IMS BOARD

**Nom de l'entreprise :** IMS LUXEMBOURG

**Secteur d'activité :** Activités de services administratifs et de soutien

**Catégorie de l'entreprise :** Fondation, Association, ONG

## Description de l'action

Update the IMS Luxembourg's "Executive Board's Good governance" document under the diversity, inclusion and equal opportunities perspective.

## Contexte

During the process of updating the IMS Luxembourg Executive Board's good governance document, the management and board agreed to employ a diversity, inclusion and equal opportunities perspective.

## Objectifs

- Guarantee good governance under the diversity values
- The IMS Luxembourg and its board will reflect the present diversity of IMS network

## Approche

- The board proposed and validated the draft.
- The new governance was validated during the General Assembly in 2022.

## Impact

The first positive impact is that gender equality was achieved in 2022.

## « A faire »

- Validating and communicating to all IMS Luxembourg members
- Measure impact with a short and medium long-term

## « Ne pas faire »

- Impose quotas or support positive discrimination. Positive discrimination is a type of discrimination