

IMS LUXEMBOURG'S DIVERSITY PLAN 2023-2024

Company name : IMS LUXEMBOURG

Activity sector : Activités de services administratifs et de soutien

Company category : Fondation, Association, ONG

Description of the action

The conception of IMS' Diversity Plan 2023-2024

Context

Diversity and inclusion have been intrinsic values of IMS Luxembourg since its creation.

These values are affirmed through a process of evolution, consolidation and formalisation through the association's management and the relationship with its members, team and projects. The first and formal Diversity Action Plan dates back to 2017 and the actions that have been achieved so far through this plan were based on two pillars: integration of employees (especially young employees) and disability. The actions of this first plan lasted for five years. Even though the plan was built around two main pillars, IMS continued to add new actions to their D&I strategy.

Objectives

- Build a new Diversity and Inclusion Plan for IMS Luxembourg;
- Communicate about the plan;
- Encourage the staff to support the plan.

Approach

This plan was built thanks to the collective intelligence of all its employees and an internal working group (IWG) composed of the Diversity Charter team, the Direction Executive Assistant and the director.

The main steps were:

- Ensure the support and validate the project;
- realise an extensive quantitative analysis;
- realise an extensive qualitative analysis using collective intelligence tools; -
- brainstorm the action plan using collective intelligence tools;
- validate the D&I plan (actions, timing and person in charge);

-communicate the plan to all IMS's team while encouraging the team to support the implementation;

-Settle down the mid-term evaluation and final evaluation.

IMS Luxembourg used the proposed methodology of the book "Diversity Management", published by the Charte de la Diversité Lëtzebuerg in 2013.

Impact

-Formalise and consolidate actions already underway;

-the IMS team is motivated to support according to their area of interest;

-IMS recognises the importance of diversity and inclusion and provides the resources (human and financial) to implement the plan.

« To do »

-Open communication and support from the direction;

-remain realistic. Not everything can be done or be a priority;

-involve the team in the development and implementation of the plan.

« Not to do »

-Impose the Diversity plan;

-do not communicate the plan to the direction nor the staff;

-skip the evaluation and monitoring.