

# LINKLATERS' COMMITMENT ON ISSUES OF ETHNIC AND RACIAL DISCRIMINATION.

**Company name :** LINKLATERS LLP

**Activity sector :** Autres

**Company category :** PME

## Description of the action

The action is divided into several parts and targets all staff and the Diversity Equity and Inclusion Committee. The aim is to raise awareness and continuously educate employees on issues of racial or ethnic discrimination.

To strengthen the knowledge of our staff about race and ethnicities discrimination issues we had a great session with Alecia from our London DEI team and learned a lot about shocking cases of discrimination - but also about some more discrete daily racism, good intentions (which sometimes land very badly), microaggressions etc. We were curious to hear more and to see where Luxembourg stands in this context.

The DEI Committee equally decided to reopen its summer library for our employees to learn about race and ethnicity through various authors' testimonies. Following our people's recommendation, we proposed three new books of others. Among the books we shared was: "The Hate u give" by Angie Thomas', where she shares her view of systemic racism, police brutality and social inequality in the USA.

Also, in October, we celebrated the achievements and history of African Americans as part of Black History Month. To do so, the DEI committee collaborated with the National Museum of History and Art of Luxembourg to organize a free guided tour of the exhibition "Luxembourg's colonial past". This event aimed to lift the veil on a dark side and often unknown part of Luxembourg's past and help participants better understand the roots of discrimination within our country.

## Context

To reinforce our policy of inclusion, we organize several diversity-related events each year. With more than 27 nationalities in our firm, it is vital for us to build a culture where everyone can maximize their potential regardless of gender, ethnicity, or sexual orientation. It is this multicultural aspect that allows us to benefit from an increasingly diverse talent pool and that makes the strength of our firm.

## Objectives

- Strengthen our culture of inclusion.
- Deepen the understanding of the suffering related to discrimination.
- Make each of our employees an ally of diversity.

## Approach

Each event requires a certain amount of organization; all ideas emerge from monthly meetings of our firm's Diversity, Equity, and Inclusion Committee. We then divide up the tasks and keep each other informed of their progress through an internal discussion group. Each event benefits from the publication of an internal newsletter, the effects

of which are accentuated by sending individual invitations via Outlook.

## Impact

Employees are pleased and proud of our commitment to strengthening the company's diversity and inclusion policy. This is reflected by the large number of participants in all events organized by the DEI committee.

## « To do »

- Educate, Inform and Encourage the exchange of experience.
- Never forget to challenge oneself.

## « Not to do »

- Avoiding stereotypes that may lead to or reinforce prejudice and negative stigma.
- Not reacting or feeling concerned during microaggressions.