

CREATING A PATHWAY TO DIVERSITY, EQUALITY & INCLUSION: A DEDICATED DE&I INITIATIVES SECTION ON OUR LUXCMA WEBSITE

Company name : LuxCMA - Luxembourg Capital Markets Association

Activity sector : Activités financières et d'assurance

Company category : Fondation, Association, ONG

Description of the action

LuxCMA wanted to highlight its commitment to the Diversity Charter Lëtzebuerg, but also its actions in favour of diversity, equality and inclusion, by creating a dedicated web page on its website. Combined with the logo representing the Diversity Charter, any communication related to diversity is immediately identifiable.

Context

LuxCMA is proudly committed to fostering diversity, equality and inclusion. As a signatory to both the Diversity Charter Lëtzebuerg and the Women in Finance Charter, we actively advocate for a workplace that embraces equality and the rich tapestry of perspectives. Our commitment and dedication to these Charters reflects our belief in creating a financial industry that values the unique contributions of each individual.

Objectives

- Comprehensive information on the subject (what is the Lëtzebuerg Diversity Charter, glossary, useful links, press articles, etc.)
- Communication of the actions carried out by our association in the field of diversity, equality and inclusion (organisation of events, sharing of awareness and good practices, etc.).
- Creation of a dedicated e-mail address to receive any ideas or comments from LuxCMA members and outside our association (de&i@luxcma.lu).

Approach

Through ongoing initiatives, LuxCMA strives to lead by example, promote diversity, equality and inclusion, and empower all members of LuxCMA and the wider financial community.

Impact

The creation of a Diversity, Equality and Inclusion section on our website allows us to highlight all the actions, projects and initiatives undertaken by our association.

« To do »

- Regularly update this DE&I Initiatives section.
- Associate each communication or dedicated initiative with the Diversity Charter logo for greater visibility.

« Not to do »

- Leaving the site without updates for a long period
- Go beyond the DE&I framework in this dedicated section