

# SET UP OF A D&I COMMITTEE

**Company name :** HDIC Consulting

**Activity sector :** Activités financières et d'assurance

**Company category :** PME

## Description of the action

In order to promote and act in favor of D&I, the Company decided to create a dedicated committee, open to any employee or manager interested to be a member.

## Context

Our Company always valued D&I and acted in that way at every level, but without putting in place dedicated practices or events.

## Objectives

Put in place practices, share values, take concrete actions in favor of D&I, raise awareness internally and include any member of the Company that would like to participate in every possible way.

## Approach

A first D&I breakfast was organized to discuss about the topic and collect ideas to progress in our commitment to Diversity and Inclusion. It led to the will to create a committee to the follow-up of the proposed actions, promote them and define an agenda.

## Impact

7 collaborators are engaged within the D&I committee, building synergy, sharing experiences and point of views, allowing the determination of 6 practices to put in place and collecting relevant contacts to act internally and externally.

## « To do »

Internal D&I assessment, definition of objectives and agenda.

## « Not to do »

Limit the access and participation to the members of the committee only, not to share all the informations and evolutions, not taking into account every opinion regarding past and future actions.