

# INTERACTIVE THEATRE REPRESENTATION: UNCONSCIOUS BIAS

**Company name :** Arendt & Medernach

**Activity sector :** Autres activités de services

**Company category :** Grande Entreprise

## Description of the action

At Arendt we value everyone as unique. This immersive presentation, guided by experienced theatre professionals, delves into the subtle and often unrecognised biases we all carry. Through a dynamic blend of interactive scenarios and compelling performances, participants are invited to step into others' perspectives, uncovering the influence of unconscious bias and stereotypes in our daily lives and workplaces. They explore their emotions through this thought-provoking event, which is designed to challenge assumptions, spark meaningful dialogue, and inspire a more inclusive and self-aware approach to engaging with others.

## Context

This project aligns with our diversity and inclusion strategy to promote and develop awareness about unconscious bias that are a serious brake to inclusion in and outside the workplace.

## Objectives

- Increase awareness of unconscious bias
- Identify and reflect on personal biases
- Develop empathy and perspective-taking
- Enhance communication and inclusion skills
- Foster a culture of open dialogue
- Encourage actionable steps toward inclusivity.

## Approach

All our senior leaders attended this event that was with our internal DNA (Diversity Network at Arendt) committee which has been created to put into practice Arendt commitment towards Diversity and Inclusion. The event was organised on the 15th of May 2024.

## Impact

• Empowering individuals to recognise, challenge their biases and change their behaviours, fostering a more inclusive and empathetic workplace culture. • Involving senior management as role models enhances the impact of and support for trust, respect, and inclusion towards all team members throughout all levels within the firm, valuing each individual and each talent. Strong teams can better cooperate and thrive more together.

« To do »

Prepare with the "consultant-actors" to be aligned with the corporate culture and identify potential stereotypes in our daily lives and workplaces

## « Not to do »

Don't assume you know everything about bias if you followed once a training.  
It's a theatre representation that will be a memorable experience because it's similar to real life.