

# DIVERSITY DAY CELEBRATION- DIVERSITY TRIVIA EVENT

**Nom de l'entreprise :** Armacell International S.A.

**Secteur d'activité :** Industrie manufacturière

**Catégorie de l'entreprise :** PME

## Description de l'action

A week-long celebration of Diversity Day at Armacell Luxembourg, with a focus on global work experiences and cultural differences. The event includes decorations, flags, and a trivia activity during lunchtime that encourages employees to share and learn about diverse business ethics, work environments, and cultural practices from around the world.

## Contexte

In alignment with Armacell's commitment to fostering an inclusive and diverse work environment, Diversity Day was celebrated with interactive events designed to highlight the cultural and professional diversity within the organization. By sharing experiences from different countries, the event provided a platform for employees to engage in cross-cultural conversations, promoting awareness and understanding of global practices.

## Objectifs

1. To celebrate and raise awareness of cultural diversity within Armacell.
- 2.. To foster an inclusive work culture by encouraging employees to share their unique perspectives and experiences from different countries.
3. To build connections between employees through interactive discussion and trivia related to global work practices.

## Approche

Preparation:

1. Sent a communication inviting employees to share experiences related to business ethics, work environments, and cultural observations in different countries.
2. Decorated the lounge area with flags.
3. Prepared trivia questions based on the data gathered from employees.

Execution:

1. Held the trivia event over lunch
2. Provided finger food and beverages to encourage a casual and engaging atmosphere.
3. Projected the questions on the wall and facilitated discussions around the responses.

Trivia Questions:

1. Included 10 questions based on the shared experiences, with room for additional discussion.

## Impact

1. Strengthened cross-cultural understanding within the organization.
2. Promoted employee engagement by encouraging active participation in sharing diverse experiences.
3. Fostered a more inclusive and collaborative atmosphere through casual discussions during the trivia game.

« A faire »

1. Engage Early: Send out a communication well in advance to gather data for the trivia. This will allow more employees to participate and share their unique experiences.
2. Create an Inclusive Atmosphere: Use decorations and food to set a welcoming and festive tone that encourages casual conversations.
3. Encourage Open Discussion: While trivia questions are great conversation starters, allow time for employees to share more about their personal experiences.

## « Ne pas faire »

1. Don't Rush the Event: Avoid cramming too many activities or questions into a short time frame. It's important to allow for meaningful discussions rather than focusing purely on answering questions.
2. Avoid Complex Topics: While diversity is a broad subject, steer clear of overly complicated or sensitive questions that might alienate or make employees uncomfortable.
3. Don't Overlook Inclusivity: Ensure that all employees, regardless of background, feel welcomed and included in the discussions. Avoid focusing too much on one region or culture.