

# ARENDT SPEECH CONTEST

**Nom de l'entreprise :** Arendt & Medernach

**Secteur d'activité :** Autres activités de services

**Catégorie de l'entreprise :** Grande Entreprise

## Description de l'action

At Arendt we value everyone as unique. The speech contest was held in our auditorium where several teams from Arendt will compete by exercising their public speaking skills on inclusion topics.

## Contexte

This endeavour is a project of our DNA (Diversity and Inclusion Network @Arendt) committee as part of their goal to address themes that are not frequently addressed. Employees offer their perspectives on a certain issue in each speech, while opening the floor to diverse points of view. Part of our Diversity Days initiatives, we lived the fourth edition of the Arendt Speech contest.

## Objectifs

Every team must discuss the same Diversity and Inclusion topic. In 2023 the theme was: "Multigenerationalism in the workplace and ageism." The goal of this initiative is to start a conversation around this topic while also increasing employee's engagement. This allows employees to witness that all voices in the organisation are promoted and heard, while also giving them the opportunity to further develop their public speaking skills. The aim of this initiative is also to make a lasting impression through laughter. Finally, throughout the presentations, stigmatisation was done on purpose to demonstrate how inadequate they are.

## Approche

- Our Arendt Diversity & Inclusion Network (DNA) is an internal network created to put into practice Arendt's commitment towards Diversity and Inclusion. DNA is formed by every member of Arendt who wants to join the network and is organized by a coordination committee. The Coordination Committee acts in coordination with the Strategy Committee to implement practical measures in order to raise awareness of our diversity initiatives within the Arendt Group.
- The event was communicated through various channels: our intranet, email to our staff and posters in the coffee corners. The event took place on 21st of June 2023.

## Impact

Raise awareness and open the discussion on the different perception one might have on Diversity and Inclusion topics as for example multigenerationalism and ageism.

## « A faire »

Check if the speeches are politically corrects  
Be open minded about the creativity of the speakers

« Ne pas faire »

Censure the speakers