

EMBRACING DIVERSITY: FLAGSHIP EVENTS ALL YEAR ROUND

Company name : Schroder Investment Management (Europe) S.A.

Activity sector : Activités financières et d'assurance

Company category : Grande Entreprise

Description of the action

Our inclusive and diverse culture at Schrodgers fosters respect, collaboration, and continuous improvement, creating a welcoming work environment that drives innovation and enables informed decision-making. Through our year-round flagship events and training opportunities, we inspire and empower all staff to embrace the values of inclusion and diversity, recognising these values as the responsibility of everyone.

Context

As a global organisation, inclusion and diversity are core values to Schrodgers. We recognise their importance in creating a welcoming work environment for our staff, drive innovation, and promote inclusive decision-making. By embracing diversity, we create a culture that fosters respect, collaboration, and continuous improvement for the benefit of our organisation and employees. As we believe that inclusion and diversity are everyone's responsibility, our Inclusion and Diversity committee organises year-round Inclusion and Diversity flagship events to educate and inspire how we can live these values.

Objectives

At Schrodgers, we are committed to creating a work environment free of harassment and bullying, where everyone is treated with dignity and respect. In line with our Equal Opportunities, Bullying, Harassment, Respect and Dignity at Work policy, we provide equal opportunities in employment and are committed to preventing discrimination in the workplace. Our Inclusion and Diversity (I&D) policy sets out our strategy and approach to I&D, accountable members of the firm, and clear and measurable goals, including our 2030 I&D aspirations. By organising at least four events annually, we continue to raise awareness and engagement with our employees around diversity topics.

Approach

At Schrodgers, we take a structured approach to organising our flagship events and begin each year by defining the calendar of events in our Inclusion and Diversity committee. This calendar outlines the planned events and assigned owner. The event owner takes responsibility for coordinating the event, including logistics, speakers and partnerships, ensuring a structured and successful execution of our flagship events. The main flagship events are: International Women's Day, Luxembourg Diversity Day, Luxembourg Pride Week and International Men's Day.

Impact

The flag ship events raise awareness and encourages dialogue between individuals on Inclusion and Diversity topics. By inviting a diverse range of voices, both internal and external speakers, new viewpoints are introduced which stimulates fresh thinking and provides valuable learning opportunities for our organisation. The speakers help us to broaden our understanding, challenge existing notions, and encourage us to embrace a more inclusive and diverse mindset. This creates a sense of belonging within our organisation, a welcoming culture and an inclusive environment where everyone feels valued and respected.

« To do »

Planning is key. At the beginning of each year, create a clear plan of events with dedicated ownership. Flagship events that we organise are International Women's Day, Luxembourg Diversity Day, Luxembourg Pride Week and International Men's Day

« Not to do »

Coordinate planning with other important events taking place in the company.