

INTERNATIONAL WOMEN'S DAY CONFERENCE

Company name : DLA PIPER

Activity sector : Autres activités de services

Company category : PME

Description of the action

Every year on International Women's Day, our firm organizes a conference at the office to highlight gender equality and social inclusion. We invite external speakers – both men and women – who share their personal experiences working in traditionally male-dominated fields. Employees have the opportunity to engage in open discussions, ask questions, and reflect on how to address discrimination and unconscious bias. The event always concludes with a shared lunch to continue informal exchanges

Context

This initiative was created to foster greater awareness of gender discrimination and to promote open dialogue around solutions. For example, in 2024 we hosted a biotechnologist and an engineer, both women working in male-dominated industries, who shared their stories. In 2025, we plan to broaden the focus to include social mobility, highlighting barriers and opportunities for individuals from underrepresented backgrounds.

Objectives

Raise awareness of gender discrimination and unconscious bias.

Provide visibility to underrepresented voices and role models.

Foster dialogue and engagement among employees on inclusion topics.

Expand the diversity conversation to new areas, such as social mobility.

Approach

Annual in-office conference on 8 March.

Guest speakers from diverse, underrepresented fields.

Interactive Q&A session with employees.

Networking lunch to encourage informal exchange.

Impact

High attendance and strong employee engagement each year.

Positive feedback from employees appreciating open discussions with role models.

Broader awareness of discrimination challenges and strategies to overcome them.

Expanding scope (from gender to social mobility) shows continuous improvement and evolution.

« To do »

Invite external speakers with diverse experiences to inspire employees.

Allow interactive Q&A to foster engagement.

Provide a social moment (e.g., lunch) to continue exchanges informally.

Adapt the yearly theme to address evolving inclusion priorities.

« Not to do »

Do not limit the event to a single gender perspective – inclusion should be holistic.

Avoid one-off lectures; ensure interaction and dialogue.

Don't repeat the same format every year; bring fresh perspectives to maintain interest