

FROM INSPIRATION TO ACTION : DRIVING DIVERSITY & INCLUSION AWARENESS

Company name : PARTNRS

Activity sector : Activités de services administratifs et de soutien

Company category : PME

Description of the action

Awareness-raising and training presentation for all employees (across all departments and seniority levels), with proposal of future D&I initiatives. One-off presentation with follow-up initiatives planned annually.

Context

After attending the IMS Luxembourg event on June 26th, our company's representative was inspired by the examples and best practices shared. The event highlighted the importance of being vocal and communicating proactively about D&I within the organization. As a result, the first initiative was to make a presentation about it during a weekly meeting with the CEO and all the team members.

Objectives

Make employees aware about our pertaining to the Diversity Charter.

Share inspiring real-world initiatives from other organizations.

Encourage an open conversation on D&I topics within the workplace.

Implement concrete initiatives for future implementation (e.g., school partnerships, diversity day, café lingua).

Approach

This presentation was done by the HR intern who attended the event:
Compiled examples of impactful and low budget D&I initiatives into a tailored company presentation.

Delivered the presentation to colleagues, combining awareness-building with practical suggestions.

Proposed specific future initiatives:

Reinforcing partnerships with schools to encourage diverse talent pipelines.

Organizing an annual Diversity Day to celebrate and promote inclusion.

Launching "Café Lingua" sessions for intercultural and language exchange.

Opened the floor for employee feedback and engagement to refine proposals.

Impact

Increased awareness and understanding of D&I topics among staff.

Fostered engagement with proposed initiatives.

Provided a concrete roadmap for future D&I actions.

Initiated a discussion within the top management regarding the inclusion of D&I topics in the annual employee training programs.

« To do »

Make your communication interactive

Start small and link ideas to real-life examples.

« Not to do »

Assume you need a huge budget to be impactful.

Rely solely on flashy, short-term campaigns to define your brand.