INCLUSIVE PANEL EVENTS

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 "I'm at the right place to be my true self, arendt you?" series is an internal inclusive initiative designed to evolve our corporate culture by addressing Diversity, Equity, and Inclusion (DEI) themes that may be sources of discrimination. The three main moments of our panel events are:

1)   Our Managing Partner introduces each panel event with Arendt's data and approach linked to the topic.

2)   Our internal speakers share their personal stories and perspectives with authenticity and courage, addressing DEI themes

3)   The audience can ask questions and share their feedback

By encouraging employees to express their authentic identities at work, the program fosters awareness, dialogue, and cultural transformation.

Contexte

At Arendt, DEI are not only values to promote but essential levers for the quality of collaboration and collective performance. We want to shift our company culture to strengthen an environment where every employee, regardless of background, feels respected, valued, and fully integrated. This project aligns with our strategy, which is structured around three pillars: awareness, collective action, and leadership embodiment, to promote and develop awareness in and outside the workplace.

Objectifs

•   Raise awareness of discrimination and bias • Break taboos • Strengthen openness and foster a culture of inclusion • Create safe spaces for dialogue and encourage authentic self-expression • Inspire and build belonging through shared stories • Facilitate dialogue on diversity topics • Strengthen community and support networks with empathy • Empower ongoing learning and growth.

Approche

•   This inclusive program will last a minimum of 3 years (first event organized in October 2024).

•   Each panel event focuses on a DEI topic (LGBTQIA+, gender, cultural diversity, age, neurodiversity, parenting, disability and chronic disease...)

•   This event series is coordinated with our internal Diversity and Inclusion Network @Arendt committee, moderated by an external professional and created to put into practice Arendt's commitment towards DEI.

Impact

This event is designed to foster a more inclusive and supportive workplace by empowering individuals to embrace DEI. By sharing colleagues' personal stories, the panels inspire, build empathy, reduce biases, and strengthen connections.

The discussions and insights gained encourage authentic self expression, create stronger support networks, and normalize dialogue on diversity and inclusion. Employees leave sessions with greater openness and confidence, contributing to a workplace where everyone feels valued, respected, free to be themselves and to speak up faced with a non-appropriate behaviour.

Some feedback after the events:

• Our speakers were courageous and authentic. It was emotional, and I truly appreciate this panel format.

• I didn't talk about LGBTQIA+ because it is accepted as normal, but I realized that my silence might make people believe that it's a taboo, or worse, that it isn't accepted.

• This testimony made me realize that other parents are going through the same struggles and challenges which helped me feel less alone.

So far (in 2025), 293 employees (24% of our staff) have joined at least one panel, with 410 registrations overall.

Recordings have generated 632 clicks and 335 replays, extending the reach beyond live events.

To reinforce the panels' belonging impact, we distribute stickers as visible reminders of our inclusive way of working. Now, during meetings, we see them on laptop covers of many colleagues.

« A faire »

• Communicate clearly the reasons for organizing this event

• Ask the moderator to not share the questions with the panellists to guarantee authenticity during the event

• Register the event to be published internally and allow reviewing at the best timing and in discretion

« Ne pas faire »

• Force someone to be a panellist