

TOWARDS GENDER BALANCE: “CO-CREATING A WORK ENVIRONMENT WHERE EVERYONE CAN FLOURISH”

Company name : HSBC LUXEMBOURG

Activity sector : Activités financières et d'assurance

Company category : Grande Entreprise

Description of the action

In Q2 2018, all line managers attended a half-day “Gender Balance” workshop.

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The initiative was organized by our [Diversity](#) & Inclusion committee and Executive Committee, with the sessions delivered by an external host.

We discussed there why gender balance can sometimes be a business issue, shared our respective experiences and points of view, and collaboratively defined solutions to accelerate progress towards gender balance.

The workshop was an initial step in the change process. A follow-up workshop “Together we Thrive” takes place in September 2018 between the [Diversity](#) & Inclusion committee, Executive Committee and some participants of the initial session to review the ideas proposed and define a tangible action plan to accelerate progress towards a thriving gender balanced working environment.

Context

Our [Diversity](#) & Inclusion committee (including volunteering employees from various business lines, CEO and Head of HR) defined a mission statement and priority actions (conscious that we can't act on all D&I aspects at once). We received and analysed our HR statistics and agreed to focus on gender balance, to ensure women progress as much as men in senior roles.

Approach

- 1) [Diversity](#) & Inclusion committee defines the scope (Q1 2018)
- 2) Executive Committee leads the way, participated themselves in a workshop (April)
- 3) Managers workshop (June): sharing experiences and views on how to move forward
- 4) Mixed follow-up session (September): Executive Committee, managers, [Diversity](#) & Inclusion committee representatives to align around solutions
- 5) Engagement and commitment to mobilise for change throughout the organisation, creating momentum (Q3 2018 and beyond)

Objectives

Better understand why gender balance can sometimes be a business issue and collaboratively define solutions to accelerate progress towards gender balance.

Impact

- Increased awareness for managers and all employees.
- The positive interaction, quality of dialogue, listening and engagement were highlighted by many participants. They expressed a strong will to make change happen.
- Managers committed to increase discussions around gender balance within their teams and listen to women's voice, supporting women as much as they can in their desire to pursue career aspirations and progression.

« To do »

- Involve all internal stakeholders from the start.
- Share experiences.

« Not to do »

- Don't start the process without active involvement from the Executive Committee.