

BREAKING BARRIERS AND STEREOTYPES BETWEEN MEN AND FEMALE

Nom de l'entreprise : Banque Havilland S.A.

Secteur d'activité : Activités financières et d'assurance

Catégorie de l'entreprise : PME

Description de l'action

Engage all employees in building a more inclusive workplace

Contexte

Breaking barriers and stereotypes between men and female : we have organized 3 workshops for female and 3 workshops for men (around 12 participants for each workshop) at the initiatives of the Management and HR

Objectifs

Engage all employees in building a more inclusive workplace Get the pulse and feedback of employees Enrich our D&I roadmap Identify concrete actions to take

Approche

The workshops have been guided by a member of the Management and HR with the following themes: •Cultural barriers (i.e. atmosphere, acceptance, respect, full-time working mothers) •Structural barriers (i.e. hierarchy) •Competence barriers (i.e. skills set, experience) •Behavioural barriers (i.e. masculine vs feminine traits - speaking up, being too shy, modest) •Parental barriers (i.e. maternity, parental responsibilities)

Impact

We have had a very positive feedback, the employees who participated have been encouraged to speak up, to share their experiences and talk freely about any barriers encountered in their professional and personal life

« A faire »

Assure the participants that everything said is treated confidentiality; the focus is on what the barriers are and how to address them (answers will not be traced back to employees). Ask everyone to keep the topics discussed during the session confidential; if there are things they do not want to share to with the group but HR, then they are most welcome to come to HR.

« Ne pas faire »

Unclear workshop goals Insufficient planning and preparation The facilitators are talking too much and do not give to

their audience time to talk and think