

# COFFEE MORNING MEETUP | DIVERSITY & INCLUSION: FROM THEORY TO CONCRETE PRACTICE

**Nom de l'entreprise :** LuxCMA - Luxembourg Capital Markets Association

**Secteur d'activité :** Activités financières et d'assurance

**Catégorie de l'entreprise :** Fondation, Association, ONG

## Description de l'action

LuxCMA organised a roundtable discussion on « Diversity and Inclusion: From theory to concrete practice » held on the morning of Thursday 25 May 2023, hosted by and in collaboration with BSP, one of its members, which is also a signatory to the Charter.

On this occasion, we had the pleasure and privilege of welcoming Mrs Corinne Cahen, Minister for the Family and Integration and Minister for the Greater Region, who opened the event as keynote speaker.

Her inspiring speech was followed by a roundtable discussion led by our moderator Nuala Doyle, Partner at BSP, with highly accomplished panellists from different business backgrounds in Luxembourg: Najia BELBAL, (The Digital Board), Mariana Florea (The Network) and Nicolas Henckes (Hospilux S.A.), who assessed how companies in Luxembourg are promoting diversity in the workplace and what more can be done.

Over the last few years we've seen companies taking steps to improve diversity, equality and inclusion in the workplace. Are companies in Luxembourg really doing more than just implementing policies or programmes? Are they going further and really listening to the needs and perspectives of all team members?

These were just some of the questions posed to our guests, giving our audience the opportunity to learn from our speakers' progress and challenges in their own workplaces.

This truly experiential session ended with a networking breakfast in a friendly atmosphere.

## Contexte

Roundtable as part of European Diversity Month and on the occasion of LuxCMA signing the Luxembourg Diversity Charter the same day.

## Objectifs

Raise awareness about the importance of diversity and inclusion in the workplace.

Facilitate open and honest conversations about diversity and inclusion.

Foster a supportive and inclusive environment for employees.

Gather insights and best practices from industry experts and leaders.

Develop actionable strategies and initiatives to enhance diversity and inclusion within the LuxCMA and beyond.

## Approche

Through ongoing initiatives, LuxCMA strives to lead by example, promote diversity, equality and inclusion, and empower all members of LuxCMA and the wider financial community.

## Impact

Increase the engagement and satisfaction of LuxCMA members by creating a sense of belonging and inclusivity.

Attract and retain top talent from diverse backgrounds, leading to a more diverse workforce.

Enhance creativity and innovation within LuxCMA members through diverse perspectives and experiences.

Improve decision making processes through the inclusion of diverse views and ideas.

Enhance LuxCMA's reputation as a socially responsible and inclusive organisation.

## « A faire »

Make diversity and inclusion part of the corporate culture;

Create opportunities for experience-sharing and dialogue;  
Communicate on events;

Support all our association members culturally and professionally.

## « Ne pas faire »

Create silos;

Make biased judgments in the workplace;

Consider diversity without inclusion.

