

LËTZ DIVERSITÉIT- CELEBRATING DIVERSITY DAY

Company name : KPMG LUXEMBOURG S.À R.L

Activity sector : Activités de services administratifs et de soutien

Company category : Grande Entreprise

Description of the action

Every day at KPMG Luxembourg, we strive to foster an inclusive culture and cultivate a sense of belonging for all, regardless of gender identity and expression, sexual orientation, race and ethnic background, disability, religion, beliefs, or age. This inclusivity brings people with the broadest range of skills, experiences and perspectives together, creating truly dynamic client teams. Celebrating International Diversity Day in May 2023 is just one of the ways we acknowledge the richness of over 70 different nationalities working at KPMG Luxembourg. We kick-started the event with a panel discussion featuring several leaders of the firm who shared their diverse career paths and experiences, followed by a one-on-one networking session which allowed our people to get to know the leaders personally, ask questions, and hear more inspiring stories. Culinary experiences bring people together! At lunchtime, our people brought in food from home to share their culture's traditions and send us on a culinary journey around the world - from Luxembourg and Spain, all the way to India and several other stops. It was a delightful experience for those who savored the flavors, as well as those who exchanged a piece of their culture with peers. The day continued with an intercultural awareness training session which focused on overcoming implicit assumptions about cultures, often referred to as cultural biases, and how they can affect our interactions with people from different cultures.

Context

Throughout the year, KPMG Luxembourg organizes various events and initiatives to drive positive change within our company and communities. In honor of International Diversity Day, we focused on raising awareness on intercultural sensibility.

Objectives

KPMG Luxembourg aims to raise awareness of cultural differences among our people within our company by fostering connections and promoting a sense of unity. We seek to combat stereotypes and biases by challenging preconceived notions about certain cultures to create an inclusive workplace where individuals from different backgrounds feel valued and accepted.

Approach

Our agenda for Diversity Day combines a perfectly balanced mix of formal and informal events throughout the day, providing an ideal platform for each participant to showcase their background, share experiences, and ask any questions they may have in a safe space. This carefully planned day ensures an enriching experience for everyone involved.

Impact

By minimizing misunderstandings and misinterpretations, we create a thriving workplace culture that not only fosters understanding and inclusion, but also boosts collaboration and unity. When our people's cultural identities are acknowledged and respected, they feel more supported and appreciated. This positive work environment enhances the employees' job satisfaction and increases efficient collaboration.

« To do »

- Provide a platform for intercultural understanding
- Include educational sessions that highlight various cultures, traditions and customs
- Ensure that the event is open and welcoming to participants from all backgrounds
- Foster open discussions where participants can share their experiences and perspectives
- Facilitate interactive activities that engage participants and promote understanding
- Invite a diverse range of speakers who can share their personal experiences and insights

« Not to do »

- Don't overwhelm participants with excessive information; keep the event engaging
- Avoid perpetuating stereotypes or making assumptions about any particular culture
- Avoid showcasing only one or a few cultures; aim for a well-rounded representation
- Be mindful of cultural sensitivities and avoid topics that may be offensive or controversial