

# DIVERSITY SPEAKER SERIES

**Company name :** Alter Domus

**Activity sector :** Activités financières et d'assurance

**Company category :** Grande Entreprise

## Description of the action

Alter Domus is organizing informative sessions on a monthly basis on various D&I topics such as Pride Month, Black History Month, International Women and Men Day, disability etc etc, with a dedicated external speaker. The sessions are held via videoconference and are recorded so that everyone is able to access the session even if they were not available to attend on the day when the session was scheduled. The target audience is the entire workforce of Alter Domus, whatever the country they are based in and their type of contract.

## Context

Alter Domus is keen on raising awareness amongst their employees on those very important topics and putting strong focus by inviting external experts to share their knowledge on a specific topic, open up the discussion and answer the questions directly raised by the audience. The Speaker Series have been introduced 2 years ago and it has immediately known a great success with our employees thanks to the variety of topics as well as the personality of the speakers.

## Objectives

In order for our employees to be aware of current D&I challenges and hot topics, we encourage each and everyone to attend these sessions. We want to emphasize our D&I strategy and reinforce that discrimination or intolerance have no place within our company, therefore these sessions to raise awareness and understanding of various cultures and backgrounds. Each session is also concluded with a couple of take-aways, to allow people to further reflect and apply some concrete tips into their daily life, whether at work or outside of work.

## Approach

The Learning and Development team has selected speakers throughout the year whose area of expertise was relevant to the diversity topic Alter Domus was willing to promote and raise awareness on during a given month. Then a videoconference was organised (2 sessions, one in Europe morning time and one in Europe late afternoon time) so that the whole AD population was in a position to be able to attend one or the other session. The sessions are also recorded, so that people who are absent on that day can still benefit from the session and watch it when it is convenient for them.

## Impact

We are aiming at Alter Domus employees being fully aware and trained on D&I topics and embracing and adhering to the global Alter Domus D&I strategy and roadmap. Given the feedback from the audience and the average level of attendance of each session (several hundreds of attendees each time), we can conclude that there is a high interest in these sessions, and their objectives are fully met.

## « To do »

- Let people know well in advance of the session so that they can make the time in their diary - Link the theme of the monthly session to D&I annual calendar (i.e. International Women Day is in March, let's focus this month's session on this topic) - Select interactive and highly engaging speaker to foster great feedback and likelihood to attend further sessions - Record the session for people to listen even if they were absent on the day when the session took place - Have the session either at the beginning or end of the day : some tend to be heavily emotional and it might be difficult to interrupt work or / and resume working after such session.

## « Not to do »

- Make attendance mandatory : people should feel like joining because they are interested in gaining knowledge on the theme, not because they are forced to attend - Invite speakers that are too conceptual : to be beneficial, the sessions should be easily understandable by everyone, including those having no pre-existing knowledge of the topic of the day