

# DIVERSITY WEEK (12 TO 16TH MAY, 2025) - WALK A MILE IN SOMEONE ELSE'S SHOES

**Company name :** BANQUE INTERNATIONALE À LUXEMBOURG

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

**Company category :** Grande Entreprise

## Description of the action

To celebrate Diversity Day on May 15th, 2025, BIL has proposed enriching learning opportunities around diversity and biases, from May 12th to May 16th. With the immersive experience offered by VR headsets, our employees have been fully submerged in impactful and comprehensive situations, putting themselves in someone else's shoes for 45 minutes (including 20 minutes of individual video and 25 minutes of group briefing and debriefing).

Featuring 2 modules centered around diversity (Preventing discrimination) and sexism (Preventing sexism at work), they have gained insight into the subtle mechanisms of bias and discrimination in a playful manner, feeling their effects far beyond a what a conversation could convey.

## Context

Diversity Week from 12th to 17 May 2025

## Objectives

Raise awareness on discrimination and sexism

## Approach

Immersive experience offered by Virtual Reality headsets -  
Briefing session to give more details on the use of the headsets and the experience to come + Debriefing session to have a feedback on what the participants have experienced and what has struck them the most in the experience

## Impact

Raise awareness on discrimination and sexism

## « To do »

Communicate, leave space for open discussion after the experience

## « Not to do »

Close the sessions without giving the word to the employees to reflect on their experience

