

CREATING INCLUSION FOR ALL : INCLUSION CIRCLE LUXEMBOURG

Company name : Sogeti Luxembourg SA

Activity sector : Information et communication

Company category : Grande Entreprise

Description of the action

In October 2024, our Country CEO hosted an Inclusion Circle session where participants openly discussed Diversity and Inclusion topics.

Context

This roundtable encouraged sharing experiences and perspectives, fostering a culture of inclusion and mutual respect in our workplace. We thank all who joined in to create a more inclusive work environment.

Objectives

- Learning from each other's insights and experience : We all have a wealth of knowledge and experience – sharing these with each other will help us all create a more inclusive workplace for everyone.
- Identify relatable challenges in our own teams, and commit to making positive changes for inclusion : Our discussions will uncover insights into changes we can make individually, and collectively, to shape an inclusive future for all. Throughout the session – think about how you can make a difference in your team.
- Get to know our Inclusive Approaches : This session is structured using our Inclusive Approaches. All details can be found in the internal Inclusive Guide – but following this session we will have a better idea of how they can be practically applied.

Approach

Together we want to explore some possible scenarios that could occur in the workplace and decide as a group how you would respond:

- Fred struggles with childcare
- Preeti is struggling to adjust to a new culture and a country where most people don't speak English outside the workplace
- Gabrielle is working towards a promotion but since becoming pregnant, she fears her colleagues won't recognize her skills and potential
- Luiz recently joined a new team, and he finds social interaction with new people difficult as he is autistic. Colleagues are commenting on his body language and mannerisms and are speculating about his sexual orientation.
- Carla is a new client project manager on an engagement, who you are meeting for the first time. She is visually impaired and uses assistive software to interact with her computer and phone.
- Deepak has been on the bench for a couple of weeks since his last assignment ended. He has been in tech for over 30 years but is worried his skills are becoming outdated.
- Chen recently went for promotion but was unsuccessful. So far, he has only heard about women colleagues who were successful in the promotion window, and he is concerned he was disadvantaged because of company gender balance targets.

Impact

5 key approaches to be inclusive : Seek Insights. Be Visibly Committed. Be Fair, Transparent & Authentic. Empower People & Team. Promote Emotional & Cultural Intelligence

Putting our words into action : What actions can we take collectively? What actions can we take individually? Reflecting on your discussion, what could you implement personally or as a team to make a more inclusive workplace for all?

« To do »

Whether be the beginning or a continuation of their inclusion journey, suggest some additional resources to help them along the way : Review the Internal Inclusive Guide for more details on the Inclusive Approaches. Encourage the “Diversity and Inclusion” trainings. Encourage to join the Employee Network Group to share and learn more about each other’s experiences. Test our own biases using the Harvard Project Implicit tool: <https://implicit.harvard.edu/> . Engage with your local D&I Leaders to see how you can get involved with initiatives and for any specific queries.

« Not to do »

VOLUNTARY : There is no obligation to participate. Don't oblige people. Say as much or as little as you feel comfortable during the session – with no obligation to disclose or share personal information.

SAFE : It is absolutely necessary to guarantee a safe environment. We will respect each other and collaborate without judgment. Everybody should feel respected for their individual perspective. If sharing examples from your experience, anonymize them as much as possible.

OPEN : The circle requires an open-mindset. We are curious and open to explore different perspectives. This is not about taking sides, instead about exploring each other’s perspectives in response to scenarios. There is no “correct” or singular answer – the value comes from understanding each other’s views.

GUIDED : Discussions needs to be guided by your host and supporting materials (the contrary will have a negative impact). This is an open forum to discuss various scenarios, however your host will guide you if the conversation goes too far off topic.