

Luxembourg, Wednesday 24th of May, 2023

PRESS RELEASE

2023 DIVERSITY DAY & SIGNING SESSION

An action day and 43 new signatories

73% of the signatories of the [Diversity Charter](#) observe an improvement in their image and reputation thanks to their diversity policy ([Barometer Diversity & Business Lëtzebuerg 2021](#)). Diversity management remains a key issue in Luxembourg, and its efforts contribute to: increased profitability and productivity, attracting and retaining talent, increased creativity and innovation, a better reputation and an ability to gauge consumer interest and demand better. The role of organisations is crucial in their ability to influence the workplace directly. Diversity Day is one of the many expressions showing willingness.

The [Diversity Day](#) took place on Tuesday, 23 May 2023, for the 9th time. This national day is a privileged opportunity for organisations to illustrate their engagement through concrete actions (signatories or not of the Diversity Charter). This event aims to bring together companies, public organisations and associations around the promotion of diversity.

The day ended with the [official signing session](#) of the new signatory organisations of the Diversity Charter Lëtzebuerg. A significant moment at the beginning of a commitment towards diversity promotion and management or formalisation of an existing commitment, the signing session is a highlight of the Diversity Charter agenda, gathering the new signatories' CEOs. Their presence in this session is mandatory to show that the commitment in favour of diversity positions itself at the highest decision-making level of the organisation.

DIVERSITY DAY OFFICIAL VISITS

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The official tour was organised in the presence of Mrs Corinne Cahen, Minister for Family, Integration and the Greater Region and Patron of the Diversity Charter Lëtzebuerg, accompanied by a delegation from IMS, represented by Christian Scharff, President of IMS Luxembourg.

Four activities during the tour: the "Diversity Fair" at the Lycée Michel Lucius, "50 ways to fight bias workshop" at SES, the opening of the Trisomie 21 exhibition at the Spuerkess and a stands visit at ArcelorMittal.



43 NEW SIGNATORIES

43 organisations welcomed during this 13th official signing session of the Diversity Charter Lëtzebuerg:

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Aztec	Intelsat	Return2Career
Baker McKenzie	Julius Baer	Revantage
BlackRock	Lab Group Luxembourg	Rollingertec
CAMPUS CONTERN	Lamboley Executive Search	RSM Tax & Accounting Luxembourg
D'co	Laure Maillard	Savills
Digitalize	Ligue Luxembourgeoise d'Hygiène Mentale	Schroder Investment Management (Europe)
Ecole Internationale Gaston Thorn	LuxCMA	SIX Financial Information Luxembourg
ESM	Luxembourg School of Business	SOS Kannerduerf
F3C Systems	LuxTrust	Swissquote
Ferrero	Lycée Michel Lucius	The Event Agency
FIDELUX	Mobbing	The Network - INTERNATIONAL BUSINESS AND PROFESSIONAL NETWORK asbl
Fondation APEMH	Morgan Philips	Workculturati
Fujitsu	Moulins de Kleinbettingen	
Grant Thornton Luxembourg	Novotel Suites Luxembourg	
Hofstede Insights Luxembourg-Belgium		
HR Community		
INDOOR FOREST		

All in all, the Diversity Charter currently has 294 signatories committed to promoting and managing diversity through concrete actions that go beyond legal obligations.

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3 UPCOMING TOOLS

This ceremony was also an opportunity to present three new tools developed by the Autonomous Working Groups 2022:

- Intergenerational management: a practical guide led by Sodexo
- Impaired health at work: a practical guide and testimonials led by PwC
- Gender equality: a self-assessment tool led by ABBL

Those tools will be available during the summer.

Two new Autonomous Working Groups 2023 are set up and will work on the following themes:

- **Against racism** to draft a good practice guide (definitions, challenges, testimonies...) led by SES Satellites.
- **LGBTQIA+ Inclusion** to establish a state of play of what is being done to promote the inclusion of LGBTQIA+ people in companies, led by RBC Investor & Treasury Services.



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Attached documents

Link to photos of the Diversity Day:

<https://www.flickr.com/photos/imsluxembourg/albums/72177720308533108>

Link to the photos of the signing session:

<https://www.flickr.com/photos/imsluxembourg/albums/72177720308518850>

IMS – INSPIRING MORE SUSTAINABILITY

Luxembourg's leading network for Corporate Responsibility

IMS - Inspiring More Sustainability - has been the leading network of Luxembourg companies active in Corporate Social Responsibility (CSR) for 15 years. IMS is an independent, non-political, and non-profit organisation.

IMS' mission is to inspire responsible strategies and practices among national economic actors. IMS Luxembourg supports its members through collaborative and federating projects by promoting dialogue with stakeholders (private, public, associative). IMS provides expertise, concrete solutions, awareness, and information (toolkit, training, clubs, workshops...). This network represents almost 25% of Luxembourg's payroll.

IMS is the national contact point for several European and international organisations: B Corp, Capitals Coalition, CSR Europe, the European Commission - Directorate General for Justice, Mental Health Work and the WBSCD (World Business Council for Sustainable Development).

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