



Our role in embracing diversity

Deloitte, as a global organization, has a pivotal role to play in embracing diversity and inclusion and enabling its people, all across the globe, to be their true selves.

From a local perspective, our ecosystem in Luxembourg is home to a very diverse community – which is clearly one of its strengths – and one where we want to be active players to promote actions and initiatives, build awareness, and strengthen our outreach on the topic.

Being the Diversity and Inclusion Leader for Deloitte is a privilege, and it is my objective to continue to help build and encourage a culture, both inside and outside of Deloitte, where everyone can flourish, and be proud of who they are. Enabling this culture at the firm means sharing and understanding other's experiences; being culturally

intelligent as not everyone sees the world through the same lens, and harnessing collaboration. It also requires commitment and courage to be ready to address any challenge that may arise. In this context, dialogue is paramount to how I envision my role and more generally our role when it comes to enabling our colleagues to perform at their best in an environment that requires shared vision to be at its best.

I look forward to working, sharing, exchanging and collaborating with you on making our market place an even better place to work in.



Christian van Dartel,
Partner,
Diversity and Inclusion Leader,
Deloitte Luxembourg



Diversity & Inclusion conference

Unleashing the power of diversity and inclusion

From left: Navi Radjou, guest speaker and author; Emmanuelle Petit, Brand & Excellence Director; Christian van Dartel, Diversity & Inclusion Leader, Global Financial Services Industry Diversity Board Member; Corinne Cahen, Minister for Family Affairs and Integration, Minister for the Greater Region; Petra Hazenberg, Partner, member of Diversity & Inclusion committee.

Diversity is indeed celebrated at Deloitte. It is championed and promoted as a great strength within the organization, with differences enforcing rather than dividing unity. Our aim is to provide a work place where our people feel empowered and valued, but also to produce a firm of the future – and diversity is an integral part of that.

In a constant drive to aim higher and do better, at Deloitte Luxembourg we are actively educating and working with our people to celebrate diversity and foster inclusion. This is why, on 27 and 28 September, we invited our clients and staff to lay the foundation of our new Diversity & Inclusion Strategy. In the presence of Minister Corinne Cahen and guest speaker Navi Radjou, attendees were invited to question their understanding of diversity and inclusion and look into the future,

at how they can collectively address this challenge to leverage its full potential, within the firm and together as a society.

During his introduction, John Psaila, Managing Partner at Deloitte Luxembourg, stated the importance of seizing this momentum in a country like Luxembourg where diversity has been a source of the country's strength for decades: "I see new aspirations demanding that the societies we live in commit and embrace a new path. A path where differences do not divide but strengthen. A path where diversity means equal opportunities and respect. And a path where leadership unites and helps grow and reach higher together."

Following his introduction, Christian van Dartel, Diversity & Inclusion Leader and Emmanuelle Petit, Brand & Excellence

"In today's complex world, it's not the strongest or the most intelligent company that will thrive, but the most diverse one. Inclusivity is the cornerstone of agile and innovative organizations." So said inspirational speaker and author, Navi Radjou during his speech at the Deloitte Diversity & Inclusion Conference.

Director, detailed what it means for Deloitte Luxembourg to embrace diversity and inclusion. From internal campaigns to talent management, diversity is instilled in every aspect of the firm in order to enable every individual to perform at their best while being true to who they are. "It is essential that we take steps to continue to craft an environment where all our people feel at ease, and can flourish to their highest levels. From a leadership perspective, being inclusive requires curiosity, cultural intelligence, collaboration and courage. This is how we are stronger together, now and tomorrow," stressed Christian van Dartel. "It is of the utmost importance that our firm fosters inclusion; that we are a place that does not exclude but celebrates the diversity of its people. Being a firm which encourages everyone to be their true self is pivotal to the success of this initiative," added Emmanuelle Petit.

Navi Radjou, who flew in specially from Silicon Valley for the event, echoed these ideas by highlighting the importance for companies to understand what diversity means, in order to remain relevant in a globalized and complex environment. His inspiring presentation demonstrated how companies can best leverage

diversity by embracing complexity and seeing it as a positive force for change, rather than something to be avoided. "Rather than ask employees to "set aside differences and work together" businesses must "integralize" differences: harness the unique and diverse talents of all employees to serve a higher purpose". This conference marked the launch of a number of actions planned within Deloitte Luxembourg to continue to foster diversity and build on the many strengths of our talents. With the inspirational words of Navi Radjou and our other speakers to set the tone, we look forward to seeing where our journey takes us. ●

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John Psaila
Managing Partner

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Deloitte Luxembourg
20, Boulevard de Kockelscheuer
L-1821 Luxembourg,
Grand Duchy of Luxembourg
Tel.: +352 451 451

www.deloitte.lu