



Diversity, equity and inclusion

2022 Progress Report



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Table of contents

- I. Introduction 1**
- II. Background 2**
- III. Main Achievements 3**
- A. GENDER 3**
 - 1. Gender equity 3
 - 2. EDGE certification 4
 - 3. Female leadership mentoring 4
 - 4. Menopause in the workplace 4
 - 5. Breastfeeding in the workplace 4
 - 6. Third gender option 4
 - 7. Gender-based violence and harassment 5
- B. DISABILITY AND NEURODIVERSITY INCLUSION 5**
 - 1. Disability and neurodiversity inclusion reverse mentoring programme 5
 - 2. Neurodiversity in the workplace 5
 - 3. Staff disability guidelines 5
 - 4. Awareness-raising initiatives 6
- C. LGBTIQ 7**
- D. ETHNIC DIVERSITY, ANTI-RACISM MEASURES AND INTERGENERATIONAL DIVERSITY 7**

“Diversity, equity and inclusion are key to the European Investment Bank. We are committed to fostering an inclusive workplace for our staff — a place for everyone to thrive and belong. We want staff to feel comfortable being their whole selves at work and we will continue having open conversations and introducing initiatives to promote this culture.”

Barbara Levéel

Director General, Human Resources



I. Introduction

At the European Investment Bank (EIB), diversity, equity and inclusion are central to nurturing inclusive behaviours and building a long-lasting inclusive culture. This is our fifth annual report on diversity and inclusion. It describes the progress we made in 2022 on our path to becoming a model institution that fosters a diverse workforce and an inclusive and equitable environment.

The report provides information on the key initiatives that we launched in 2022 on gender equity, disability, neurodiversity, LGBTIQ, ethnicity, staff engagement on topics of diversity, equity and inclusion, and against racism.

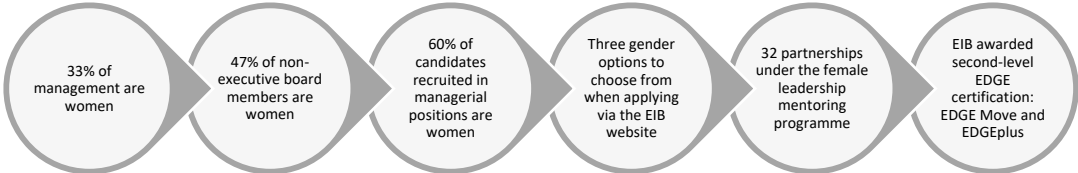
In the coming years, we will focus our efforts on additional areas, such as raising awareness of menopause-related issues in the workplace, intergenerational dialogue and cooperation, and dealing with micro-incivilities. We are committed to taking further steps in the EIB journey towards diversity, equity and inclusion and to continue building a more equitable organisation that reflects the diversity of our workforce.

II. Background

Building on the experiences and lessons learned from the 2018-2021 EIB Strategy for Diversity and Inclusion, market trends, benchmarking and consultations, in 2022 we pursued our commitment to incorporate the principles of diversity, equity and inclusion in our policies, processes and practices, and broadened the scope of diversity dimensions. We engaged with an ever-larger variety of stakeholders, including staff members and external partners and organisations, all of which played a crucial role in furthering the Bank's diversity, equity and inclusion.

III. Main Achievements

In 2022 the Bank made significant progress on gender equity, disability and neurodiversity inclusion, LGBTIQ inclusion, ethnic diversity, intergenerational diversity and anti-racism measures.



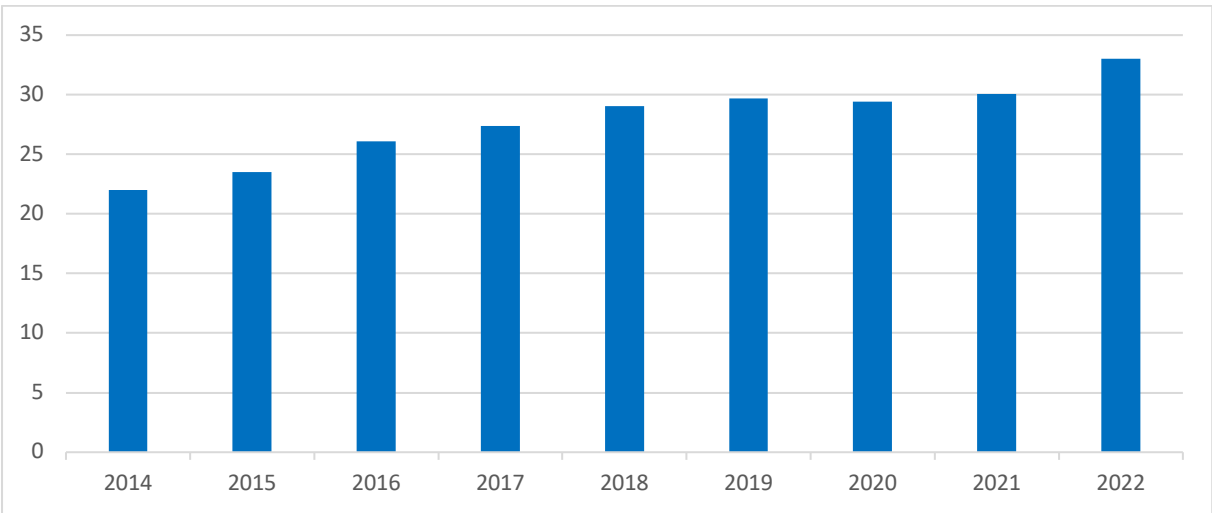
A. GENDER

1. Gender equity

The considerable progress made in 2022 on gender equity was achieved through gender-balanced recruitment, performance assessments and promotions. These were made possible thanks to various initiatives such as common objectives of diversity, equity and inclusion for all senior managers, training for managers on unconscious bias, and continuous screening of all human resources processes through the lens of diversity, equity and inclusion.

In 2022, we achieved the gender target of 33% women in management, which was set in the 2018-2021 Strategy for Diversity and Inclusion. This is a significant improvement from 2014, when only 22% of management were women. We will continue our efforts to become an even more gender-balanced organisation.

Share of women in management (levels 7/8/9) – 2014-2022



2. EDGE certification

The Bank obtained the Economic Dividends for Gender Equality ([EDGE](#)) certification in 2020. EDGE is the world's most rigorous and widely recognised certification of gender equity in the workplace.

In 2022, the EIB progressed to the second level of EDGE certification, **EDGE Move**, in acknowledgement of our improvement in gender representation across all levels of the workforce, progress in the effectiveness of our policies and practices, and the inclusiveness of our culture.

The EIB also obtained the **EDGEplus** certification, recognising our commitment to considering gender equity through an intersectional lens, alongside other diversity dimensions such as ethnicity, sexual orientation and gender identity, age, disability, neurodiversity and nationality.

This commitment is helping us develop a better understanding of the representation and experiences of various groups in our organisation.

Dedicated to achieving full gender equity, the EIB made strong follow-up commitments through the EDGE action plan, including in areas of intervention, actions and deadlines to improve our culture, policies and practices.

3. Female leadership mentoring

In 2022, the EIB began the second edition of its female leadership mentoring programme, with 32 mentoring partnerships to foster female talent in the organisation.

The programme is organised with the support of a software provider for online mentoring, offering a guided mentoring experience, materials and resources.

The programme had a positive impact on mentors and mentees, helping them develop communication, digital and leadership skills, among others.

4. Menopause in the workplace

In 2022, the EIB began discussions about menopause in the workplace.

We organised two events on this important topic, a staff-wide event and a dedicated follow-up workshop for HR staff members. On 18 October 2022, World Menopause Day, we introduced a menopause exchange and support community, which will serve as a safe space where women who have experienced (peri)menopause can share their knowledge and learn from others.

5. Breastfeeding in the workplace

Another important initiative to remove a barrier affecting women's careers was the alignment of the EIB breastfeeding policy with global best practices. On Luxembourg's Diversity Day, the Bank announced that its time-compensation benefit for breastfeeding mothers would no longer be subject to a 12-month age limit for the infant. It also updated its provision of workplace breastfeeding rooms.

6. Third gender option

In 2022, the EIB added a third gender option for external candidates applying for jobs on its website. Applicants may now identify as male, female or "other."

7. Gender-based violence and harassment

Pursuing the EIB's commitment to preventing sexual harassment, abuse and exploitation, HR developed a document offering gender-based violence and harassment guidance, available to all staff members.

The guide presents the Bank's regulatory framework, its procedures for dealing with all forms of harassment in the workplace, a list of services that provide support, counselling and information, a list of support associations, and learning resources.

In 2022 we continued creating learning modules for managers and all staff members on psychological and sexual harassment in the workplace.

B. DISABILITY AND NEURODIVERSITY INCLUSION

1. Disability and neurodiversity inclusion reverse mentoring programme

In 2022, we launched an internal reverse mentoring programme on disability and neurodiversity inclusion in the workplace. The programme enabled managers to learn from colleagues about their experiences living with a disability, whether in relation to their job at the EIB or more broadly in their day-to-day lives.

It also nurtured an open and confidential dialogue on the manager's role and best practices to facilitate a constructive conversation between managers and their team members.

As part of the programme, we set up eight mentoring partnerships between managers and employees in 2022.

To reinforce our strong commitment to making the workplace more inclusive, we also intensified the Bank's partnerships with two specialised organisations, [PurpleSpace](#) and [The Valuable 500](#).

2. Neurodiversity in the workplace

We are striving to make our workplace supportive of neurodiversity, celebrating different ways of thinking and working. In 2022, HR, alongside enAble — the Bank's employee resource group for colleagues living with a disability or caring for a person with a disability, chronic illness or special needs — started an internal support community for people with attention-deficit hyperactivity disorder (ADHD). The community is intended to be a safe space in which colleagues with ADHD, motivated managers, caregivers and any interested employees can share lived experiences and learn from others. This support community plays a key role in connecting colleagues around the topic of ADHD and raising awareness of the strengths of ADHD in the workplace.

3. Staff disability guidelines

The EIB's staff disability guidelines were updated in 2022 to provide employees with an overview of EIB policies and practices related to disability and neurodiversity inclusion, available support measures, and an overview of the associations and services dedicated to the inclusion of people with disabilities in Luxembourg.

4. Awareness-raising initiatives

As a member of the Valuable 500, the world's largest disability inclusion collective, the EIB had the opportunity to host Caroline Casey, a disability activist and founder of the Valuable 500, for an inspiring talk. It was one of the most attended internal events of 2022.

The EIB also joined the Valuable 500's social media campaign on 3 December, the International Day of Persons with Disabilities, sharing some of our actions to advance neurodiversity and disability inclusion and accessibility.

We organised the second edition of the EIB Disability Inclusion Week on the occasion of the International Day of Persons with Disabilities. During the week, the EIB hosted panel discussions with global leaders and engaged employees around the topic of disability inclusion.

The EIB is also a member of PurpleSpace, a professional development hub for disability network group leaders. On International Day of Persons with Disabilities 2022, PurpleSpace members joined #PurpleLightUp, a global movement that celebrates the economic contribution of disabled employees. Leader-to-leader conversations were organised for #PurpleLightUp 2022, during which enAble members raised awareness on the topic of inner confidence in disabled and neurodivergent staff members.

The Bank also organised an expert workshop with the European Personnel Selection Office to support EIB recruiters in assessing the accessibility of our hiring processes and identifying potential areas for improvement.

C. LGBTIQ

The EIB is committed to standing up for the rights of lesbian, gay, bisexual, transgender, intersex and queer people (LGBTIQ) and promoting LGBTIQ inclusion in our communities.

The International Day Against Homophobia, Biphobia, Lesbophobia and Transphobia, observed on 17 May, and the Luxembourg Pride Week, celebrated in July, presented two key moments for raising awareness on LGBTIQ inclusion topics at the Bank.

For the first time, the EIB also celebrated Coming Out Day on 11 October 2022, and together with other European institutions organised a high-level event for employees of all organisations to share lived experiences and best practices.

In 2022, the Bank developed an LGBTIQ action plan to improve the inclusion of all staff in the workplace, regardless of sexual orientation, gender and sexual identity. We also launched the LGBTIQ reverse mentoring programme, which kicked off with six reverse mentoring partnerships aiming to promote understanding of LGBTIQ experience and inclusion issues at the Bank. The programme included mentees from our senior leadership team, including the EIB president, and the feedback and follow-up conversations have been very positive and useful.

D. ETHNIC DIVERSITY, ANTI-RACISM MEASURES AND INTERGENERATIONAL DIVERSITY

In 2022, the EIB engaged with renowned external experts in the field of ethnic diversity, anti-racism measures and intergenerational diversity to learn more about these subjects and determine a direction for our work in these areas.

We also organised internal focus group sessions, workshops and staff-wide events to learn about the day-to-day experiences of our colleagues and leverage their insights to continue focusing on these matters in our activities.

We will continue to assess our policies, practices and processes to cultivate a more diverse, equitable and inclusive working environment.

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