



Multicultural
Network in Finance

In-Company Sessions

CATALOGUE

Making the finance sector more inclusive for all multicultural talents



INTRODUCTION

Promoting inclusive leadership and corporate responsibility.

Multicultural inclusion and an inclusive culture are essential for innovation and sustainable growth in the financial sector. These sessions empower employees and leaders to recognize biases, foster psychological safety, and create workplaces where everyone thrives.



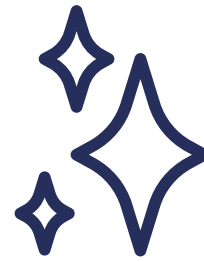
SESSIONS

Grouped by Audience

FOR NEWCOMERS

How to be an inclusive colleague

Learn about biases, micro-aggressions, and what you can do as a colleague.



FOR HUMAN RESOURCES

Prevent biases in HR processes

Focus on recruitment, promotions, development, reward, and exit.

FOR MANAGERS

Inclusive leadership

Combines unconscious biases, “see something say something,” and psychological safety.





GENERAL SESSIONS

1

How to deal with micro-aggressions

As a person or as a company, can focus mainly on sexism, racism, homophobia, or just all forms. Based on exercise

2

Unconscious Biases for leaders

A session digging into several types of cognitive biases: affinity, confirmation, groupthink, stereotypes...

3

Inclusive communication

How to write or communicate inclusively, speaking to all. How to avoid mistakes

4

The business case for an inclusive company in finance

A needed discussion at leadership level: why is this key for our company?

5

How to bring more psychological safety at work

Practical tips for team leaders to detect lack of psychological safety and improve it

6

How to deal with office politics

Understand the concept, discover strategies to navigate it as an individual, and to reduce its impact as a leader

7

How to Measure Ethnicity and Multiculturality?

A session on ethical, practical ways to understand and measure ethnicity and multiculturality to support inclusion at work.





GENERAL SESSIONS

8

How to be a true ally for multicultural equality at work

A practical session designed to deepen participants' understanding of what allyship truly means and why it matters. The workshop includes hands-on exercises.

9

Non-violent communication: a powerful tool for Inclusion

Understanding the foundations of Nonviolent Communication, with hands-on practice, to turn tensions into dialogue and strengthen your negotiation skills

10

Intersectionality

A focus on how we are all a combination of multiple identities. Working on gender for instance means understanding the situation of women of different ages, origins and backgrounds

11

How to deal with daily racism at work ?

Practical workshop where employees learn how they can react, as witnesses or victims of racism

12

Survey Corporate Culture and Career M/F/X : what we can learn from it

A workshop where the results of our survey are shared, and compared to the experience of the group of employees. Focus on "what can we do about this"

13

Imposter syndrome

A practical workshop to understand what sometimes holds you back, destroys your self-confidence, and with practical tip





**Multicultural
Network in Finance**

**Making the finance sector more inclusive
for all multicultural talents**



More Information

Multicultural Network in Finance



Contact Us

info@multiculturalbankers.be