

Commitment European Central Bank for Christopher Street Day 2024

Empowering our people to excel for Europe

Since 2022 the European Central Bank, Deutsche Bundesbank, and EIOPA have celebrated Christopher Street Day together in Frankfurt. This collaboration highlights our shared vision for and commitment to inclusivity, emphasising the importance of welcoming and embracing the LGBT+ community not only in the workplace but also in every aspect of our life and in our society.

The CSD in Frankfurt and important international days like IDAHOBIT and the Coming Out Day offer us all a moment to reflect on the importance of promoting inclusion and tolerance for LGBT+ at work and in society. Yet the ECB's commitment towards the inclusivity of the LGBT+ community goes far beyond marking local and international diversity days. Every single day, we aspire to cultivate and sustain a working environment which welcomes, values, and celebrates the uniqueness of our colleagues at the ECB while enabling our LGBT+ community to express and embrace their identities and authenticity. This commitment is reflected in our efforts to continuously improve our practices, culture, and daily actions.

People are at the heart of how the ECB performs. Mirroring European society and establishing a culture of lived inclusion is a long-term endeavour. To achieve this, President Christine Lagarde and the governors of 28 NCBs and NCAs signed an Equality, Diversity, and Inclusion charter to promote a culture based on respect, dignity, and inclusion across the ESCB and SSM.

Embracing diversity and inclusion at the ECB is a shared responsibility that requires ongoing action from colleagues at all levels. This is why HR coordinates a network of D&I change makers who contribute actively to making the ECB an ever more inclusive workplace: the D&I Adviser, HR D&I Team, Executive Sponsors for D&I, D&I Ambassadors' Group, and six Diversity Networks, including the Rainbow Network.

Established in 2015, the Rainbow Network is a forum for the LGBT+ community and its allies. Members meet regularly to raise awareness and promote the inclusion of LGBT+ colleagues.

The Rainbow Network supports the ECB in fostering an inclusive culture through the organisation of awareness sessions and events on LGBT+ inclusion such as CSD celebrations, IDAHOBIT awareness activities, Pride Month, and Coming Out Day. It also provides advice on inclusive policies.

The ECB also joins several career fairs for underrepresented groups, among which the Sticks & Stones career fair for LGBTIQ+ talent and allies. Additionally, our job ads are designed inclusively, and our outreach campaigns are published on social media, enabling the ECB to access a wide pool of diverse talent that may not be reached through traditional recruitment channels. Selection panel participants receive mandatory training on unconscious bias and follow a selection process designed to mitigate these biases.

D&I is embedded throughout the entire employee lifecycle: employees are empowered and supported through mentoring programs, inclusive leadership training, flexible working arrangements, childcare support infrastructure, and an inclusive parental leave policy for LGBT+ families.

Diversity and inclusion in their full spectrum, and not limited only to LGBT+, are positively valued and actively embraced by our organisation and all colleagues as they reflect our common values and core principles that guide us all at the ECB.