



IMS LUXEMBOURG
Inspiring More Sustainability

Luxembourg, 19 January 2023

COMMUNIQUÉ DE PRESSE

LGBTQIA+ AND INFORMATION OVERLOAD

IMS LUXEMBOURG PROMOTES TWO OPEN-SOURCE E-LEARNINGS COURSES

In the aims of inspiring greater sustainability and triggering action within its organisations in the Grand Duchy, IMS Luxembourg is complementing its range of instruments and resources by promoting two open-source e-learning courses dedicated to the inclusion of LGBTQIA+ people in business, and information overload.

Faced with the evolution of professional practices which have profoundly changed the organization of work (proliferation of digital tools, teleworking, overabundance of information, etc.), and the need for organizations to create an inclusive work environment by acting against stereotypes, prejudices and discrimination, training remains a key issue in supporting the change of behaviours and habits of all personnel.

The creation of such tools is made possible through co-financing:

- **LGBTQIA+ e-learning** is part of the “Employers come out! which is supported by the European Social Fund, the Ministry for the Family, Integration and the Greater Region and the Grand Duchess Charlotte National Relief Organization. In collaboration with Rosa Lëtzebuerg and Centre LGBTQIA+ Cigale.
- **Information Overload e-learning** is part of the “Info Flow Savvy Academy” project, which benefits from the support of Digital Luxembourg, the Luxembourg Chamber of Commerce, the Luxembourg Chamber of Employees, the Ministry of State for Media and Communication Services, the Ministry of Labour, Employment and the Social and Solidarity Economy with the help of the European Union and the European Social Fund.



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These e-learning courses have been created in collaboration with many partners to raise awareness and train each and every one. They are free and available online, and are intended for all persons wishing to learn about these topics and wishing to acquire good practices in this area.

Organisations are invited to take these tools and share them in order to enrich their Diversity & Inclusion and well-being at work training framework.

LGBTQIA+ E-LEARNING

IMS has been working on LGBTQIA+ inclusion issues in the workplace since 2017. This has been achieved first through awareness meetings and then through the creation of [*the Inclusion of LGBTI people*](#) in business guide in 2020 and the [*Inclusion of transgender people in business guide*](#) in 2021.

To take this process further, IMS has promoted an e-learning course to raise awareness of the LGBTQIA+ subject in business. This training course was created on the basis of the needs expressed by companies in relation to the theme.

The purpose of this e-learning course is to raise the awareness of companies and employees, to educate them on the subject but also to transmit good practices to be put in place both at the individual level and at the organizational level.



Practical information

The modules are available online in French [on the IMS website](#). **Seven modules** (3 for the theoretical part and 4 for the practical part) each of about **15 minutes** in length are available:



Theoretical Part

Module 1 - Introduction to the LGBTQIA+ theme: Elements of definitions

Module 2 - Information and education: Biases, stereotypes, prejudices and standards

Module 3 - Understanding the differences of treatment against LGBTQIA+ people:
The different forms of violence

Practical element

Module 4 - Towards an Inclusive Work Environment

Module 5 - How to contribute to inclusion?

Part 1. How can we respond to the realities faced by businesses?

Module 6 - How can we contribute to inclusion?

Part 2. Participation in the inclusion of LGBTQIA+ staff



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Module 7 - How can we contribute to inclusion?

Part 3. Focus on gender identity and intersex

Associative Partners:

Rosa Lëtzebuerg, Centre LGBTQIA+ Cigale

Project co-funded by:

The European Social Fund, the Ministry for the Family, Integration and the Greater Region and the Grand Duchess Charlotte National Relief Organization.

E-LEARNING INFORMATION OVERLOAD

Information overload refers to the excess of information that a person cannot process or support without harming themselves or their activity. Since January 2019, IMS has been involved in this subject by means of awareness-raising workshops and the production of the [Info Flow Savvy Barometer](#). Information overload and the challenges associated with it cannot be neglected: progressive loss of our ability to concentrate, cognitive overload, psychosocial risks related to overload but also to the imperfect use of communication tools.

By noting among its network the need to develop specific individual and collective skills, aimed at guaranteeing a truly "**tech-savvy**" workforce, IMS Luxembourg has devised a second component on this theme by offering **e-learning modules to explore solutions to the problem of information overload.**



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Both pedagogical and pragmatic, the modules invite participants to take a step back from their daily professional life, providing them with keys to reduce sources of information overload. **The objective is to promote the well-being and productivity of staff in companies and to reduce the psychosocial risks related to information overload.**



Practical information

The training is structured around 10 modules in French, each module is between 15 to 20 minutes. The modules have been accessible [on the IMS website](https://www.imslux.lu) since November 18:

Module 1: Understanding Information overload (Challenges)

Module 2: Understanding Information overload (Risks)

Module 3: Choosing your tool (challenges and self-assessment)

Module 4: Choosing your tool (impact and proper use of tools)

Module 5: Protecting your personal life (issues and risks)

Module 6: Protecting your personal life (disconnection and good practices)

Module 7: Technostress and stress



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Module 8: Improving your professional performance

Module 9: Email Management (Self-Assessment and Key Competencies)

Module 10: Email Management (Good Practices and Info-responsibility)

Project co-funded by:

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IMS – INSPIRING MORE SUSTAINABILITY

Leading network of CSR actors in Luxembourg

IMS - Inspiring More Sustainability - has been the leading network of Luxembourg companies active in the field of Corporate Social Responsibility (CSR) for 15 years. IMS mission is to inspire responsible strategies and practices among national economic actors. IMS Luxembourg supports its members through collaborative and unifying projects by promoting dialogue with stakeholders (private, public, associative). IMS brings expertise (publications), concrete solutions, awareness and information (campaigns, Forum, training, clubs, workshops...). The network represents 17% of Luxembourg's employees and is the national representative of the European organisation CSR Europe. IMS is an independent, non-political and recognized non-profit organization of public utility.