

EVENTS/CAUSES

## LVMH finds strength in vulnerability, commits to inclusivity

December 3, 2021



*A film series highlights various LVMH talent who embrace their disabilities while changing the way disabilities are seen in the luxury industry. Image credit: LVMH*

By LUXURY DAILY NEWS SERVICE

In celebrating International Day of Persons with Disabilities on Dec. 3, French luxury conglomerate LVMH is examining the strength in vulnerability and commits to fostering an inclusive talent community.

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With its new "Looking Beyond Disabilities" video series, the group and its brands shed light on some of the people who are actively fostering a more inclusive workplace. With this series, LVMH hopes to dispel preconceived notions regarding disability and the luxury workforce and ultimately break the stigma.

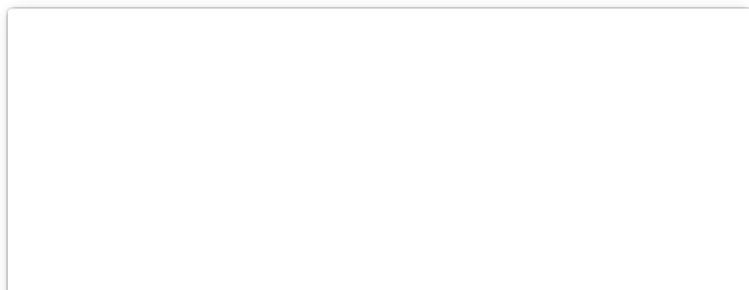
"It is a leader's job to help the team set the vision and strategy for the business," said Seth Kaufman, chairman and CEO of Mot Hennessy North America, in a statement. "This comes with clarity, empowerment, openness, transparency, inclusivity, and bringing vulnerabilities into the workplace.

"Vulnerability is about putting yourself out there in a way that makes us human and makes people understand, not only what our strengths are, but where we have some weaknesses and opportunities."

### Inclusivity in luxury

For more than 15 years, LVMH has aimed to prioritize integrating disabled workers into its company.

The film series features the team at Guerlain's factory in Chartres, France, who tell the story of the integration of two young adults with severe autism, in the context of the brand's recruitment program.



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A post shared by LVMH (@lvmh)

Through an extensive inclusion process, Sephora U.S. set a goal of having 30 percent employees with disabilities in its distribution centers.

Parisian department store La Samaritaine (DFS) aims to foster the integration of disabled talent by contributing to their work-study training.

LVMH Perfumes & Cosmetics South Korea has launched a program aiming to recruit employees with disabilities.

Fashion leaders have recognized a need for more concrete inclusion efforts, as the industry lacks diversity.

In the British fashion industry, specifically, 88 percent of fashion consumers and creatives believe the industry does not represent a spectrum of different bodies and identities.

In its "Representation and Inclusion in the Fashion Industry" report, the All-Party Parliamentary Group for Textile and Fashion (T&F APPG) examined the issues of exclusion, as well as the opportunities for economic, cultural and social inclusion for people with disabilities, ethnic minorities and LGBTQ+ communities within the fashion industry ([see story](#)).

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