ELIA Equity, Diversity and Inclusivity (EDI) Policy

This policy outlines ELIA’s approach to equity, diversity and inclusivity (EDI) within the organisation and its activities. It contains the following sections:

Definitions
Our Values
Our Aims
Our Commitments
Our Responsibilities
Training and Support
Policy Scope
Our Supporting Policies and Processes
Policy Review

Definitions

<table>
<thead>
<tr>
<th>Equity</th>
<th>Equity refers to fair and just practices and policies that ensure all community members can thrive. Equity is different from equality in that equality implies treating everyone as if their experiences are exactly the same. Being equitable means acknowledging and addressing structural inequalities — historic and current — that advantage some and disadvantage others. Equal treatment results in equity only if everyone starts with equal access to opportunities.¹</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diversity</td>
<td>Diversity refers to all aspects of human difference, social identities, and social group differences, including but not limited to race, ethnicity, creed, color, sex, gender, gender identity, sexual identity, socio-economic status, language, culture, national origin, religion/spirituality, age, (dis)ability, and military/veteran status, political perspective, and associational preferences. ²There are types of diversity we can see (relating to visible characteristics) and types that we cannot see (relating to invisible characteristics). Diversity can be achieved in the workplace, for example, through intentionally recruiting, hiring, developing and retaining employees with different backgrounds, identities or circumstances.</td>
</tr>
<tr>
<td>Inclusivity</td>
<td>The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such</td>
</tr>
</tbody>
</table>

¹ University of Iowa
² University of Iowa

Approved in February 2024
as those having physical or mental disabilities or belonging to other minority groups. We will understand inclusivity in the sense of an inclusive community, “where everyone gets the opportunity to optimally develop his or her [or their] talents, irrespective of gender, ethnicity, age, sexual orientation, able-bodiedness and social, cultural and religious background”.

<table>
<thead>
<tr>
<th>Inclusion</th>
<th>The action or state of including or of being included within a group or structure.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accessibility</td>
<td>Accessibility refers to the intentional design and provision of resources, spaces and opportunities to ensure that individuals of diverse abilities, backgrounds, and identities can fully participate and contribute in activities without barriers.</td>
</tr>
</tbody>
</table>

**Our Values**

ELIA values openness, inclusivity and equal opportunity. ELIA rejects racism and systemic discrimination on the basis of gender, sexuality, religion, race, class, ethnicity, age, and ability – to name some categories - both of which are unfortunately still prevalent in our societies, and thus also influence our education institutions.

The network is grounded on democratic values and a transparent and accountable governance structure. ELIA raises awareness within the sector and beyond regarding the complex and intersectional aspects of anti-discrimination. ELIA aims to show itself as an example of best practice, taking on an outreach function to other networks as well.

These values apply across every element of how ELIA operates as an organisation, and all the ELIA activities.

**Our Aims**

We aim to foster a work culture in which every person, irrespective of their characteristics, background or preferences:

1. feels welcome, respected, valued and supported
2. feels safe and comfortable to come in authentically and thrive and gets the opportunity to optimally develop his or her or their talents
3. feels empowered to raise their voice and feel heard, however difficult or challenging the issue

---


Approved in February 2024
Our Commitments

ELIA commits to:

1. Actively encourage equity, dignity, fairness, inclusivity and respect for all those who work for or with ELIA in any capacity.

2. Recognise and value individual differences and the contributions of all.

3. Create a working environment free of discrimination and harassment in all locations in which the organisation’s activities are carried out.

4. Take complaints of discrimination and harassment in the course of the organisation’s work activities seriously and act promptly to support the affected person(s).

5. Ensure transparency in decisions and equality in pay, benefits and job evaluations.

6. Make opportunities for training, development and progress available to all team members so that everyone can develop their full potential.

7. Make reasonable accommodations according to the needs of each individual, for example, accessibility, medical, parenting, caring or other needs.

8. Monitor and evaluate recruitment, appointment and employment practices and processes to review their effectiveness and appropriateness and address any issues in a timely manner.

9. Review policies on a 2-year timetable to review their effectiveness and appropriateness and address any issues in a timely manner, based on a set of indicators and monitoring systems.

10. Inform and engage all board and team members about their rights and responsibilities under this policy.

11. Issue communications and operate with a view to maximising accessibility and inclusivity in language and design.

12. Organise events with attention to equity, diversity, inclusivity and accessibility in all aspects and in respect of all participants and stakeholders, asking for feedback and evaluating for continuous improvement. Stakeholders can include, but are not limited to, the participants, host institutions, Steering Groups, speakers, the ELIA Team and everyone commissioned under the facilitation of the event.

13. Prioritise diversity and inclusion centrally in the organisation’s merit-based recruitment

Approved in February 2024
Our Responsibilities

Every Representative Board and team member shall be made aware of their role in helping the organisation actualise its values, pursue its aims and meet its commitments.

The Board of ELIA has ultimate responsibility for the policy and is responsible for championing EDI.

The Executive Director is responsible for ensuring compliance with this policy within the team, including ensuring the implementation, development, monitoring, and review of this policy in collaboration with team members.

Training and Support

To facilitate compliance with this policy, team members will be offered training on topics relevant to equity, diversity and inclusivity annually. The Representative Board will remain engaged on the policies, by including a training session in one of their annual meetings, in the form of a workshop plus review of the annual report.

Policy Scope

The relevant parts of this policy apply to everyone in the ELIA working environment, including employees, contractors, members, speakers, facilitators, guests, volunteers or other stakeholders.

The policy applies to any characteristics, background or preferences for which people are marginalised, including protected characteristics and social positionings in aspects of identity such as:

- Age
- Sex
- Sexual orientation
- Gender identity and expression
- Disability or medical history
- Race, ethnicity or origin
- Religion
- Caste
- Marriage or civil partnership status
- Pregnancy, maternity or paternity
- Political affiliations
- Community
- Economic or social status
- Other statuses

 Approved in February 2024
Our Supporting Policies and Processes

To uphold and implement the ELIA EDI policy, we will create the following accompanying documents. These documents will be established to ensure the translation and integration of the EDI Statement throughout all ELIA procedures, policies, and endeavors. Additionally, they will serve as guidelines for monitoring and evaluating the statement. These documents include:

<table>
<thead>
<tr>
<th>Document Title</th>
<th>Relationship to this Policy</th>
<th>Last Review Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>ELIA Equity, Diversity and Inclusivity (EDI) Policy</td>
<td>Provides ELIA’s positioning on Equity, Diversity and Inclusivity</td>
<td>approved in February 2024</td>
</tr>
<tr>
<td>ELIA Statement on Gender Diversity and Inclusivity</td>
<td>Provides ELIA’s positioning on Gender Diversity and Inclusivity</td>
<td>approved in February 2024</td>
</tr>
<tr>
<td>ELIA Internal Anti-Harassment and Discrimination Policy</td>
<td>Provides a mechanism for team and board members to report harassment and discrimination within the organisation</td>
<td>To be approved in 2024</td>
</tr>
<tr>
<td>ELIA Event Anti-Harassment Policy</td>
<td>Provides a mechanism for anyone at an ELIA event to report harassment and discrimination</td>
<td>To be approved in 2024</td>
</tr>
<tr>
<td>ELIA Policy on the Management of Reports of Discrimination / Harassment at Events</td>
<td>Provides a detailed internal process on ensuring any reports of harassment or discrimination received at ELIA events are handled promptly, effectively and with sensitivity</td>
<td>To be approved in 2024</td>
</tr>
<tr>
<td>ELIA EDI Event Guidelines</td>
<td>Contains procedures for ensuring that the inclusivity of ELIA events is considered by all stakeholders involved in the different aspects of event planning and organisation</td>
<td>To be approved in 2024</td>
</tr>
<tr>
<td>ELIA EDI Communications Guidelines</td>
<td>Contains procedures for ensuring that the inclusivity of ELIA’s communications is considered across channels</td>
<td>To be approved in 2024</td>
</tr>
<tr>
<td>ELIA Recruitment Process</td>
<td>Sets out the procedures implementing ELIA’s commitment to fair and merit-based recruitment and selection with an active focus on accessibility and diversity</td>
<td>To be approved in 2024</td>
</tr>
<tr>
<td>ELIA Development Review Process</td>
<td>Sets out the structured annual process for to follow each team member’s development and set goals for the next period</td>
<td>To be approved in 2024</td>
</tr>
</tbody>
</table>