

ELIA Statement on Gender Diversity and Inclusivity

In recognition of the systemic, structural gender discrimination and inequality that are present and pervasive in society, ELIA acknowledges that it bears a responsibility to affirm gender equity and work towards a gender-inclusive world.

It is a priority for ELIA to ensure respect and inclusion of different and intersecting identities, so that each individual can feel like they belong and that they can voice their thoughts, experiences and ideas without fear of judgement or retaliation.

Commitments

ELIA commits to gender equity in the pursuit of gender equality and inclusion. Gender equity consists of actively addressing any existing inequalities so that gender equality can be achieved, namely “the equal distribution of power, resources and opportunities among genders”.

ELIA commits to making all of its activities and all of its spaces inclusive and equitable for employees, board members, contractors, members, speakers, facilitators, guests, volunteers or other stakeholders. All individuals deserve to be treated with respect, regardless of their gender (identity). ELIA acknowledges the disadvantages and discrimination that women and gender minorities face and seeks to:

- break down gender-related and power-related barriers that maintain the status quo
- implement policies that support the rights of women and gender minorities in its operations
- create a common sense of responsibility and accountability for prioritising gender (identity), among other factors across activities at all stages of development
- make gender a priority in appointments to decision-making positions
- provide a platform for the voices of diverse gender (identities)
- identify any areas for improvement on an ongoing basis and take the necessary measures to address them

Gender Identity

Individuals may identify with a range of different gender identities, which may or may not correspond to the sex assigned at birth or their gender presentation. ELIA strives to create an environment that is supportive to all, including through the recognition of an individual’s gender identity and gender expression, if they wish to share it. Whether they wish to share this personal information is for the individual to decide, as well as when they wish to share it and with whom.

Sharing personal information without the consent of the individual may constitute a form of harassment and be subject to the Internal [ELIA Anti-Harassment and Discrimination Policy](#).