

1. Introduction

The European Organization for Quality hereafter referred to as "EOQ", is committed to fostering an inclusive and diverse community among its member non-profit organizations from European countries and partners from all over the world.

We believe that embracing diversity in all its forms enhances our ability to achieve our mission and vision effectively.

2. Policy Statement

EOQ is committed to promoting diversity, equity, and inclusion (DEI) within our membership/partnership and all related activities. We recognize that diversity encompasses a wide range of characteristics, including but not limited to race, ethnicity, gender, sexual orientation, age, disability, religion, national origin, socio-economic status, and cultural background.

3. Objectives

Promote Inclusivity: Foster an inclusive environment where all member/partner organizations and individuals are respected, valued, and have equal opportunities to participate, contribute, and lead within the organization.

Representation: Strive for diverse representation within our leadership, committees, staff and events, reflecting the diverse composition of European non-profit organizations.

Education and Awareness: Provide resources, training, and awareness programs to educate our staff about the importance of diversity and inclusion and how they can contribute to a more inclusive community.

Collaboration: Encourage collaboration among member/partner organizations that promote diversity, equity, and inclusion in their respective fields.

4. Actions and Responsibilities

The EOQ Executive Board: shall oversee the implementation of this diversity policy and ensure that diversity and inclusion are integrated into the organization's strategic planning.

Membership/partnership: All member/partner organizations are encouraged to:

- Embrace and actively promote diversity, equity, and inclusion within their own organizations.
- Nominate diverse candidates for leadership roles within EOQ.
- Collaborate with other organizations to advance diversity and inclusion efforts in the quality field.

Events and Programs: EOQ shall:

- Strive to feature a diverse range of speakers, panelists, and presenters at our events and programs.
- Ensure accessibility for all participants to promote inclusivity.

Reporting and Accountability

EOQ shall regularly assess progress in meeting the objectives outlined in this policy and report on these efforts in our annual reports. Members/partners are encouraged to provide feedback and suggestions to enhance our diversity and inclusion initiatives.

5.Non-Discrimination

EOQ is committed to a policy of non-discrimination and shall not discriminate against any member/partner organization or individual based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or any other protected characteristic.

6.Conclusion

This Diversity and Inclusion Policy reflects our commitment to creating a welcoming and inclusive environment for all member/partner organizations and individuals involved in EOQ relevant quality topics. By embracing diversity and fostering inclusion, we strengthen our collective capacity to address quality-related challenges and create a more equitable society.

7.Review

This policy shall be reviewed annually by the EOQ Executive Board and updated as necessary to ensure its continued effectiveness and relevance.

Date of Approval: 05.10.2023

Signature:



Patrick Mongillon, EOQ President