

ERGO Network

Diversity and Inclusion Policy

1. Introduction

In ERGO Network, we strongly believe in promoting diversity and inclusion within our organisation. We recognize the value of creating an environment where every individual's unique perspectives, skills, and experiences are celebrated, respected, and given equal opportunities. This policy outlines our commitment to diversity and inclusion.

This policy is complementary to other governance documents of ERGO Network, and in particular our [safeguarding policy](#) and the staff working regulations.

This policy covers all areas of work of ERGO Network – recruitment, interactions at the workplace, activities such as meetings, trainings and conferences, and our communications strategy. When we speak about diversity, we mean a diversity among staff and participants on all grounds, including: age, marital status, birth, wealth and property, religious or philosophical belief, political opinion or conviction, trade union membership, language, state of current or future health, disability, physical or genetic characteristic, socio-economic background, nationality, alleged nationality or national or ethnic origin or belonging to a national minority, sex, sexual orientation, gender identity and expression, or any other aspect of a person's private life.

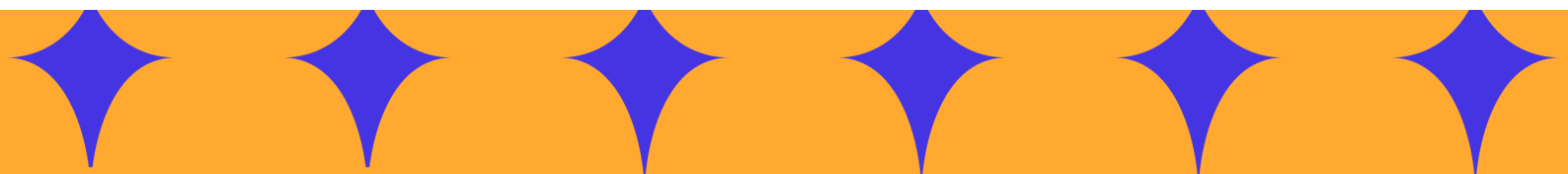
All team members of ERGO Network have a responsibility to treat others with dignity and respect at all times. They are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at work related events.

2. Principles

Safe and inclusive environment: ERGO Network endeavours to create a safe and inclusive environment for all to actively participate and contribute. We are committed to respecting and promoting the rights of every individual within our activities.

Non-Discrimination: We prohibit any form of discrimination, harassment, or bullying based on any protected characteristic listed above. Such behaviour will not be tolerated, and appropriate action will be taken according to our safeguarding policy if such incidents occur.

Accessibility: We strive to make our activities, events, and communications accessible to all, ensuring that reasonable adjustments are made to accommodate the needs of individuals with special needs or circumstances.



Representation: ERGO Network believes in the importance of diverse representation within our activities. We encourage and support the active participation of individuals from diverse backgrounds and perspectives to ensure a holistic representation of our communities. As ERGO Network's aim is the empowerment of Roma¹, we put a specific focus on the inclusion of Roma people in all aspects of our work.

Training and Education: We will facilitate activities to promote awareness and understanding, addressing issues related to diversity, inclusion, and equal opportunities.

3. Recruitment

Equal Opportunities: ERGO Network is committed to providing equal opportunities to all individuals regardless of their race, ethnicity, nationality, gender or gender identity, sexual orientation, disability, age, religion, social class, or any other protected characteristic as listed above. We give special consideration to applicants of Roma origin, as the majority of our staff should come from the ethnic minority that we represent.

Outreach Strategy: We will actively engage in outreach efforts to attract a diverse pool of applicants for our vacancies and volunteer positions. This includes promoting vacancies through a wide range of platforms, networks, and communities to ensure a fair and inclusive recruitment process. We will particularly aim to reach out to Roma communities in different European countries.

Unconscious Bias: ERGO Network is dedicated to eliminating unconscious bias from recruitment processes. We will ensure fair assessment and selection based on skills, experiences, and qualifications. This will be done by asking applicants to fill an application form template instead of submitting CV and motivation letter in order to receive standardised information from applicants. The forms will include a question about whether they are of Roma origin or not, and questions about personal motivation and experiences.

Selection committee: We will ensure that the selection committee includes a diversity of people from different backgrounds. This can mean including a person from outside ERGO Network in the committee, and rotating the participation of ERGO Network staff members in the selection committee.

4. Workplace

Adjustments: ERGO Network is flexible to make adjustments for its employees and contractors that allow them to contribute at their full potential to the organisation while fostering their wellbeing. This includes offering flexible working hours and work location, providing necessary equipment, and the possibility to be joined by persons cared for by team

¹ The reference to 'Roma', as an umbrella term, encompasses a wide range of different people of Romani origin such as: Roma, Sinti, Kale, Romanichels and Boyash/Rudari. It also encompasses groups such as Ashkali, Egyptians, Yenish, Dom, Lom, Rom and Abdal, as well as traveller populations, including ethnic Travellers or those designated under the administrative term gens du voyage and people who identify as Gypsies, Tsiganes or Tziganes, without denying their specificities.



members to activities. We will inform new team members of such possibilities from the start of their work with ERGO Network. Our office is accessible for wheelchair users.

Safe space: The ERGO Network team is a safe space, where all team members can contribute fully without having to fear being discriminated by colleagues or members. Our staff working regulations and the safeguarding policy describe in detail what redress mechanisms are in place should this safe space be violated. All team members (employees and contractors) are obliged to acknowledge the diversity and inclusion policy, as well as the safeguarding policy and other relevant internal policies, before starting their assignments with ERGO Network.

5. Activities and events

Outreach and selection: We will make sure that we advertise our activities to a wide range of people to ensure diversity in all our events that are not restricted to staff of our members. We will also encourage our members to ensure wide outreach, especially to marginalised groups, when they are responsible for selecting participants.

When receiving more applications than available places, we ensure a diversity of participants in the selection process. We will actively encourage all member organisations to send balanced delegations including Roma and women to all events if they send more than one participant.

In conferences, we ensure that panels of speakers are diverse and especially include speakers of Roma origin. We also aim for speaker panels to be gender balanced.

In training courses, we ensure that the training teams are diverse, as above.

Adjustments: We ask in registration forms if any accommodations are necessary to make participation of a person possible. This includes the possibility of bringing a person in their care, organising events in venues that are accessible, being flexible in format and time schedule. We will include resources for eventual necessary inclusion support in our project budgets where possible.

Safe space: In registration forms, participants have to confirm that they acknowledge ERGO Network's safeguarding policy. We also remind participants at the beginning of events of the safeguarding policy, we indicate who the safeguarding officer for the duration of the meeting is, and we display ERGO Network's Code of Conduct visibly in the event venue. We will use a wide range of methods during activities that encourage diverse people to speak without making anyone feel uncomfortable.

6. Communication

Accessibility: We will make sure that our communication is accessible for a wide range of people. This includes providing information through a variety of different channels and in different forms, writing in simple language, and ensuring our digital platforms and presentations are accessible for people with disabilities. We will provide summaries of publications in Romani and full translations whenever possible.



Representation: We will ensure that images in our communication materials show a diversity of people in a respectful way. We will quote a diversity of people when appropriate.

7. Implementation of the policy

ERGO Network is committed to periodic self-evaluation and improvement of our diversity and inclusion practices. We encourage our staff, members, and stakeholders to actively support and embrace this policy, fostering an inclusive culture within our network. The ERGO Network Director is responsible for overseeing the implementation of the policy.

This policy shall be communicated effectively to all ERGO Network staff, members, volunteers, and stakeholders, and will be reviewed regularly to ensure its continued effectiveness and relevance.

Each year, ERGO Network will invite another civil society organisation to train the ERGO Network team and interested members in a different aspect of diversity and inclusion.

8. Acknowledgment

The signee agrees to abide by the procedures set forth by this policy for the duration of their relationship with ERGO Network.

Name (printed): _____ Date: ___/___/ 20___

Signature: _____

