EQUALITY, DIVERSITY and INCLUSION

Introduction

A better future is one that is more equitable, diverse and inclusive. The future is the result of today's investments. Building an effective environment is a global collaborative effort that strongly contributes to that future.

EDI *(Equality, Diversity and Inclusion)* ensures fair treatment and opportunity, it aims to eliminate prejudice and discrimination on the basis of an individual or group and it has become a crucial and transformative element in the workplace as well as in our society.

We believe that people are the most important asset of any institution, the promotion and guarantee of an inclusive, stimulating and supportive environment, in the fulfilment of the rights and dignity of all, positions them as socially responsible institutions, reinforcing principles leading to an advanced civilised society.

EDI,therefore, relates to the ethical development of societal structures in the sense of social justice. Within the institutions, this is inseparable from the valorisation and people's development, through support for the realisation of their skills and expectations: namely through the articulation between work and personal life and equitable distribution of the workload, concomitantly with the promotion of an EDI environment.

Purpose

This policy will contribute towards fighting inequalities and the elimination of imbalances and barriers, aiming to provide equal opportunities and equal rights for all within the dental community in the European and international scene. It represents a further step in the commitment to respond to issues posing a concern to society, contributes to the mobilisation of global efforts around a set of common goals, whilst also promoting the convergence of action and enabling a response to societal challenges.

This calls for the development of principles and internal policies that reinforce the integration of EDI at the most diverse levels of its performance, which strengthens the precept for identical situations and treatment, contributes to the awareness of the community and that leads to greater safeguarding of Equality, Diversity and Inclusion.

Institutions that embrace diversity deliver better overall outcomes. This is achieved through improved challenges from a wider range of perspectives, greater innovation, better-framed strategies and decisions that are more robust but also create a safer and more diverse work environment.

Scope

This policy applies to the wider EDSA community as raising awareness towards developing a diverse, equitable and inclusive work environment.

With the firm commitment towards integral development and the promotion and defence of the dignity of all members of the clinical and academic community, having a practice anchored in the promotion of human rights and fair opportunities, embodies the responsibility of creating and maintaining concrete conditions (material, social, academic and legal) for their exercise, based on a sense of justice and collective commitment through equitable policies against discrimination, i.e. gender identity and expression, sexual orientation, age, disability, ethnic origin, nationality, religion or belief.

Policy Statement

EDSA calls on educational institutions to:

- Promote equality and provide an environment where all members of its community are treated with respect and dignity.

- Ensure that both existing staff and students, as well as those who seek to apply to work or to study, are treated fairly and are judged merely on merit and by their skills and abilities, thus safeguarding equal opportunities.

- Ensure that staff, students and visitors are treated fairly and are not subject to unlawful discrimination on the basis of their protected characteristics, such as age, gender identity, race, religion/belief or lack of, sexual orientation, marriage or civil partnership, pregnancy or maternity and others.

- Strengthen social action, ensuring equity and promoting school success, improving the living conditions of the student community and fighting inequalities.

- Promote social inclusion and minority protection policies.

- Present information or where to find such information about employee and student rights.

- Embedding inclusive research and innovation across the university, application of more diverse and inclusive research.

Roles and Responsibilities

The EDSA Delegates, Board of Directors and Officers, Supervisory Board and members are accountable for raising awareness concerning the organisation's policy on *"Equality, Diversity and Inclusion"* and revising it every year in order to monitor and highlight progress and improvement.

Educational institutions are accountable for implementing the policy's recommendations to ensure equality, diversity and inclusion are achieved. This policy presents the set of measures, initiatives and actions that constitute interventions to be implemented, organised by strategic objectives.

EDSA's role in promoting equality, diversity and inclusion should be cemented through regular reviews and promotion of EDI principles.

Sanctions

A failure to fulfil the principles set out in this policy might be considered a disciplinary offence and will be addressed through the relevant procedures.

Definitions

	Equality	Equal opportunities and fairness to fulfil their potential.
	Diversity	Range of people. this includes people of different ages, religions, ethnicities, disabilities and different genders. It also means valuing those differences.
	Inclusion	Removing barriers to ensure differences are valued and ensuring everyone

	has the opportunity to contribute.
Discrimination	Unfair or prejudicial treatment based on someone's characteristics or beliefs.

Related Document

This Policy should be read in conjunction with:

- Charter of Fundamental Rights of The European Union (2012/C 326/02).

    Article 21 ("*Non-discrimination*")

    Article 22 ("Cultural, religious and linguistic diversity")

    Article 23 ("*Equality between women and men*")

    Article 26 ("Integration of people with disabilities")

- The European University Association (EUA). (2019, November). Diversity, Equity and Inclusion in European Higher Education Institutions - Results from the INVITED project.

Frequently Asked Questions (FAQs)

Contact

Any queries regarding this policy should be directed to the EDSA Policy Officer (policy_officer@edsaweb.org).

Policy Review

This policy will be reviewed by EDSA every year.

Version Control

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