

# EPHA INCLUSION & DIVERSITY POLICY

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# European Public Health Alliance: Inclusion & Diversity Policy

## Introduction

The European Public Health Alliance (EPHA), as the leading public health advocacy NGO, believes that everyone, regardless of their background, should:

- be treated fairly and with dignity,
- enjoy the same rights and opportunities ,
- actively take part in decisions that affect their lives, and
- be safe from physical and mental harm.

Based on a strong believe that:

- people perform better when they feel appreciated for who they are, and that
- different perspectives improve the quality and relevance of work,

EPHA actively promotes diversity and inclusion amongst its workforce, and uses them as its super-power.

## EPHA inclusion & diversity principles

EPHA's Inclusion & Diversity Policy ensures that no employees or job applicants receive unfavourable treatment on the grounds of their gender, race, ethnicity, nationality, religion, (dis)ability, sexual orientation, age, (marital or civic) partnership status, or family responsibilities.

The policy applies to all EPHA employees, full time or part time, temporary or permanent, and to all job applicants. Our relationships and work with members and partners are also based on the principles and values of non-discrimination as set out in this document.

More specifically, EPHA commits to ensure:

1. The organisational culture that is inclusive, respectful and enabling.
2. The working environment in which everyone, regardless of their position or characteristics, is treated equally, with dignity and respect, and in which intimidating, hostile or offensive behaviour is strongly discouraged.
3. The same opportunity for all to contribute to the best of their capabilities to achieve EPHA's mission and objectives.

4. Gender equality in leadership and decision-making, in recruitment, and in career progression.
5. Respect and space for everyone's beliefs, as long as their expression does not affect the legitimate rights of others.

## Inclusion & diversity measures

To adhere to the above principles, EPHA is committed to implementing the following measures:

1. Ensure that all staff is familiar with this policy.
2. Encourage understanding of the role of gender, inclusion and diversity in own personal lives, and learning how to deconstruct biases in own thinking.
3. Monitor inclusion and diversity awareness among staff as part of the appraisal.
4. Dedicate at least one meeting per year to team values, including inclusion and diversity.
5. Ensure that the team, "The Valuable Five", with a role of confidant, is at all times available for colleagues to go to with complaints.
6. Deal immediately and sensitively with any episode of discrimination.
7. Protect employees who report misconduct from any retaliation or victimisation.
8. Avoid stereotypes in assigning tasks and responsibilities.
9. Ensure a balanced and diverse panel composition at all EPHA-organised events.

## Measures regarding recruitment & selection

EPHA vacancies are advertised on the website, all clearly specifying the skills, knowledge, and experience required for the role. Selection occurs on the basis of relevant criteria, experience, and ability, through the implementation of transparent, fair, and non-discriminatory recruitment procedures. Advertisements are not discriminatory, confirming that all applications will be considered solely on merit. EPHA vacancies mention inclusive, diverse, and respectful working environment, in which employees can develop independent of gender, race, ethnicity, religion, disability, sexual orientation, age, (marital or civic) partnership status, and family responsibilities.

EPHA is conscious of the gender bias usually included in job advertisement. For this reason, positions are advertised avoiding adjectives and words that refer to a masculine ideal of success, and such to incentivise application even if candidates do not perfectly match all the requirements. The selection is always carried out by a mixed-gender panel, using a grading system to objectively rate candidates and avoid (conscious and unconscious) bias.

## Measures regarding communication

In its communication, EPHA strives to be inclusive, appealing to all genders, and inclusive for all socioeconomic groups, aspiring to the following:

- Avoiding social norms and stereotypes in its written texts and audio-visuals that could negatively impact certain subgroups of the population.
- Carefully choosing the words and using neutral language.
- Attaining gender balance and guaranteeing diversity in its interviews, podcasts, newsletters, videos, etc.
- Making its outputs accessible to people with hearing and/or visual disabilities.
- Using a positive, empowering, respectful narrative that focuses on people's abilities and strengths.

## Responsibility for the policy

Overall accountability for upholding the terms of the Policy lies with the Director General, with support from “The Valuable Five” team, who is also responsible for ensuring its maintenance and review. The entire Team EPHA is bound by the terms of this Policy and responsible for its implementation.

Finally, all EPHA employees are responsible for treating others with dignity and respect.