



EEB

European
Environmental
Bureau

Diversity, Equality and Inclusion Policy

As adopted by the EEB Board 16 March 2023



We are Europe's largest network of environmental citizens' organisations. We bring together 180 civil society organisations from 38 countries. Together, we work for a better future where people and nature thrive together.

The EEB is an International non-profit association /
Association internationale sans but lucratif (AISBL).
EC register for interest representatives:
Identification number 06798511314-27
BCE identification number: 0415.814.848
RPM Tribunal de l'entreprise francophone de Bruxelles

Published March 2023
Responsible editor: Patrick ten Brink

European Environmental Bureau (EEB)
Rue des Deux Eglises 14-16
1000 Brussels, Belgium
+32 (0)2 289 1090
eeb@eeb.org
eeb.org
meta.eeb.org



With the support of the LIFE Programme of the European Union

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or CINEA. Neither the European Union nor CINEA can be held responsible for them.

Contents

1 PURPOSE AND SCOPE	4
2 PRINCIPLES UNDERLYING THIS POLICY	5
2.1 Equality and respect	5
2.2 Gender equality and feminism	5
2.3 Anti-racism	6
2.4 Intersectionality	6
3 POSITIVE MEASURES	7
3.1 Programmatic approach	7
3.2 Equal opportunity in recruitment and selection	8
3.3 Work environment	9
3.4 Inclusive leadership and governance	11
3.5 Communications and events	13
3.6 Training and awareness-raising	14
4 REFLECTION, EVALUATION AND REVIEW	14
5 ALIGNMENT WITH OTHER POLICIES	15

This Diversity, Equality and Inclusion (DEI) Policy is based on the agreed values that guide the EEB: sustainable development, environmental justice, global equity, transparency and participatory democracy. It is a key tool to ensure that EEB continuously lives up to the internal values that guide its operations: democracy, fairness, respect, integrity and sustainability.

The EEB promotes a more just and equitable world where everyone feels safe. The EEB has a zero tolerance towards all forms of harm, particularly sexual exploitation, abuse and harassment (SEAH), and will take appropriate action when concerns and complaints are raised.

1 PURPOSE AND SCOPE

(i) This policy binds:

- “Staff” – part-time and full-time employees as well as interns and volunteers working for the EEB Secretariat.
- “Representatives” – members of the EEB’s governance bodies (in particular, the EEB’s Board and Council), consultants and anyone else representing the EEB.

(ii) This policy covers areas of the EEB’s operations such as recruitment, training, compensation, promotion, performance management and termination of employment for all EEB staff and representatives. It also guides the EEB’s external communication and events.

(iii) The principles and measures laid out shall also guide the EEB’s interactions throughout its network of members, when working with partners and donors and in our relationships with all stakeholders the EEB works with, no matter how powerful they may be. It is meant to inspire the wider network of members and partners to ensure an equitable, diverse, inclusive, fair, just and self-reflective organisational culture. Where the EEB learns that a member organisation violates anti-discrimination and equality laws or fails to ensure the safeguarding of people in vulnerable situations from sexual harassment, power abuse or bullying, the member may be expelled from the network (in line with the statutes of the EEB).

(iv) This policy outlines principles and commits to putting in place concrete measures; however, it does not limit the EEB to the proposed measures. Where necessary, the EEB may further detail the policy with additional internal guidelines and mechanisms for the implementation of this policy. Those shall be transparent, comprehensible and accessible to all employees at any time.

(v) The EEB encourages directly affected individuals as well as those observing or witnessing violations of this policy or any other EEB policy to lodge a complaint using the [EEB’s complaints mechanism](#). Staff are also encouraged to use the internal complaints’ mechanism as laid out in the staff terms and conditions in line with legal requirements.

2 PRINCIPLES UNDERLYING THIS POLICY

2.1 Equality and respect

The EEB is committed to treating all people equally and with respect irrespective of their age, gender and gender identity, dis/ability, physical traits or health, class, socioeconomic status or family connections, civil or marital status, pregnancy, parenthood, nationality, ethnicity, racialisation, religion or belief, political opinion, sex or sexual orientation or other factors. The EEB strives to ensure a safe, welcoming and inclusive space for everyone who works for or engages with the organisation. It wants to be a place where everyone can be who they are and want to be. It is committed to promoting staff diversity across salary grades and different teams and as well as amongst the members of the EEB's governance bodies to reflect the full spectrum of diversity across the region and countries that the EEB represents.

The EEB acknowledges that some individuals, groups and communities are more likely to face discrimination, harassment and exclusion in society due to racism, xenophobia, (neo)-colonialism, patriarchy, classism, heteronormativity and other forms of oppression. Our recruitment policies, activities and decision-making processes shall encourage and support the inclusion and participation of people who face oppressions in society, including (but not limited to) women and LGBTIQ+ (lesbian, gay, bisexual, transgender, intersex, queer/questioning, asexual and other), ethnic and racialised minorities and people from low-income backgrounds. Within our sphere of influence, the EEB seeks to challenge systems of oppression.

The EEB will comply with all applicable laws regarding equality, non-discrimination and equal opportunities at the workplace in line with Belgian and European law. Where there is non-alignment or conflict, the higher standard will always apply. With this policy, the EEB commits itself to standards that go beyond legal requirements.

2.2 Gender equality and feminism

“Gender” is a social construct where the roles, behaviours, activities and attributes that society considers appropriate for women and men. As individuals, we may struggle with the assigned roles that society projects onto us and with the reality that gender non-conforming behaviour may result in disadvantages and oppression, harm, injury or even death.

The EEB acknowledges that for some people their gender identity is different from the sex they were assigned at birth (transgender); that some people are born with sex characteristics that do not fit the typical definition of male or female (intersex) and/or that some people do not identify as “man” or “woman” (e.g., non-binary, genderfluid, genderqueer etc.), and that these people face direct and structural discrimination. The EEB strives to challenge socially constructed gender roles, binary gender norms and heteronormativity.

Therefore, EEB will strive for Gender equality in the workplace means that everyone feels safe to pursue the same job without fearing discrimination due to their gender identities. Everyone enjoys equal rights, opportunities, responsibilities and access in the organisation. EEB commits

to ensure that staff, representatives and members will be treated with respect and feel welcome and respected for who they are.

The EEB understands feminism as the struggle to ensure that all identities can enjoy equal rights and opportunities based on the acknowledgement that women in all their diversity and gender non-conforming people still face structural discrimination in our society such as gender-based violence, the care burden or disadvantages in employment such as the gender pay gap. The EEB respects diverse people's experiences, identities, knowledge and strengths, and strives to empower all people to realise their full rights and opportunities.

2.3 Anti-racism

The EEB is committed to being an anti-racist organisation. Human 'races' do not exist in biological terms but are a social construct. The belief that humans can be divided in 'races' due to physical or cultural qualities forms the basis of racism, a system of oppression in which one race is thought to be superior to others. Being an anti-racist organisation means to actively address racial prejudice and to challenge systemic racism and oppression where the EEB encounters it and where it intersects with its work. It means to listen to and acknowledge the experience of those experiencing racial discrimination and exclusion, and to continuously reflect positions of power and privilege of non-racialised groups and individuals.

Following the definition offered by Equinox, 'racialisation' refers to "the process that creates, maintains and gives meaning to concepts of race. It is a process of categorising, othering, and marginalising through a myriad of systems, tools and social practices." Racialised people are "individuals and groups who have been subject to a process of racialisation and been ascribed a particular racial category. In European societies, all people are racialised, however we use the term to refer to those that have been negatively racialised or racialised as 'other'." Racialised people include but are not limited to "people of African, Arabic, Asian and Latin-American descent, Roma and Sinti people, Sámi people, and those that are racialised because of their perceived membership to Muslim, Jewish and other religious communities. We also include those who self-define with terms such as 'Black' and 'people of colour'" (source: Equinox [Towards Racial Justice](#)).

2.4 Intersectionality

This policy endorses the concept of intersectionality, that is, the acknowledgment of the interconnected nature of social categorisations such as gender, class, age, (dis)ability or racialisation which create overlapping and interdependent systems of discrimination and disadvantage in society. The EEB acknowledges that lived experiences differ between groups and individuals and that some people experience multiple forms of oppression.

3 POSITIVE MEASURES

The EEB is committed to bringing about greater DEI in its operations and all that it does and stands for. The measures cover recruitment, the EEB's programmatic work, working conditions, leadership, communications and events, and training.

3.1 Programmatic approach

3.1.1 Principles and objectives

The EEB is committed to ensuring a feminist, anti-classist and anti-racist approach to our content work, that is, our [core mandate](#) working on environmental and climate policies. As an organisation focused on developing ambitious environmental policies, the EEB commits to addressing the interlinkages between systems of power and oppression and the environment also in our policy and advocacy work, including gender equality and racial justice.

The EEB will apply an ecofeminist lens to its work. Ecofeminism argues that the climate and environmental crises and the oppression of marginalised groups, including women, are intertwined, and that neither issue can be solved independently. An ecofeminist approach to political economy highlights how both women and other marginalised groups and nature are externalised and undervalued by current economies. Ecofeminism calls for an egalitarian, collaborative society in which there is no one dominant group.

3.1.2 Measures

(i) The EEB commits to mainstreaming equality and non-discrimination into our environmental and climate policy work, and we seek to assess if certain policies perpetuate existing inequalities rather than overcoming them. We commit to apply feminist, anti-racist and anti-colonial concepts to our work and seek to collaborate, as far as possible, with other civil society networks and stakeholders to include the perspectives of marginalised groups (for instance, anti-racist or feminist organisations).

(ii) The EEB will address the interlinkages between gender equality, social justice and the environment. Some groups, including women under certain conditions, have a higher risk of being negatively impacted by environmental degradation. Different genders have different impacts on the environment itself. It has, for instance, been shown that on average men cause higher CO2 emissions or that the inclusion of women in policymaking increases positive outcomes for the environment. Yet, women remain underrepresented in environmental policymaking, for instance, amongst environment ministers, members of parliamentary committees or international climate and environmental negotiators. The gender employment gap is particularly wide in the sectors mostly associated with the green transition (including transport, energy, construction and agriculture).

(iii) The EEB seeks to address the interlinkages between racism and the environment. Racialised groups and minorities have a higher risk of being negatively impacted by environmental degradation, for instance, they are disproportionately affected by pollution, they regularly lack access to environmental services or green spaces or are denied basic environmental rights. The

EEB is committed to ensuring environmental justice, where all people equally enjoy their right to a healthy, clean and sustainable environment.

3.2 Equal opportunity in recruitment and selection

3.2.1 Principles and objectives

Through the recruitment of new staff, the EEB strives to increase the diversity in terms of age, gender, dis/ability, social class, nationality, ethnicity, racialisation and other groups where these are underrepresented within the Secretariat's staff body. Where there is a notable imbalance in representation at a given level within the staff body with respect to age, gender, nationality, ethnicity, racialisation and other groups, the EEB will seek to remedy this when choosing between equally qualified applicants for a position. The EEB also encourages the application of people with disabilities and is ready to ensure an inclusive workspace (for instance, accessibility for people with physical disabilities), as far as this is possible, for instance, with the limitations we face as a tenant of our office premises.

Underrepresentation means that certain groups are represented with disproportionately small numbers and that we do not reflect the full diversity across the region in which we operate and where we have members. Examples include but are not limited to:

- Gender balance: The EEB's Board and Council should have gender balance.
- Ethnic diversity: Around 10% of the EU's population are comprised of ethnic minorities or racialised communities, including people with a migration background, which should be reflected in the staff body.
- Representation: The EEB has members in more than 35 countries. This should be reflected in the geographic origin of staff members.

The EEB is an equal opportunity employer and is committed to making all employment decisions without regard to age, gender and gender identity, dis/ability, physical traits or health, class, socio-economic status or family connections, civil or marital status, pregnancy, parenthood, nationality, ethnicity, racialisation, religion or belief, sex or sexual orientation or other such factors. Decisions concerning employment are based strictly on the individual's qualifications, their ability to perform the job under consideration of supporting references and the individual's past performance, considering the comparative qualifications and abilities of other candidates.

EEB acknowledges that unconscious bias may influence decisions in recruitment processes and strives to reflect and overcome such biases. For example, research shows that candidates are rated differently depending on factors such as gender and ethnicity, male candidates have been rated as better qualified than female candidates or equally qualified male candidates have been offered a higher starting salary. Unconscious bias in recruitment may also exist towards people, for instance, with certain roles (such as mothers or caregivers), education (such as access to elite educational institutions) or linguistic skills (English native speakers vs. non-native or linguistic bias against certain accents).

EEB acknowledges that there are certain working conditions under which the non-profit sector operates that influence who applies to work with the EEB and for which positions. The possibility to work for Brussels-based non-profits is linked to privileges such as certain types of education and language skills, a record of (often unpaid) internships and familiarity with NGOs as a

volunteer or a financial situation that allows people to choose NGO salaries. Such factors have an impact on whether individuals from certain groups, such as low-income groups, feel attracted, welcome or supported in the non-profit sector and even consider applying. The EEB therefore strives to better understand how it can diversify its pool of applications before starting the actual recruitment and how it can encourage candidates from underrepresented groups to apply.

The EEB is committed to equal pay and equal opportunities in career progression for all. The EEB practices openness and transparency around career development, training, salaries and promotions.

3.2.2 Measures

- (i) Explore new channels to disseminate job ads to reach out to underrepresented groups and to attract diverse talent. The EEB may actively invite candidates from underrepresented groups to apply or reach out to new networks or experts who can help in attracting a diverse range of candidates.
- (ii) Refer to this policy in job ads, use gender-sensitive language (with preference given to neutral pronouns “they/their”) and express a clear commitment to equal opportunities and to promoting work-life balance including for people with care duties.
- (iii) Experiment with recruitment practices such as removing certain qualification requirements from job descriptions or blind recruitment to make it easier for applicants from underrepresented groups to access recruitment processes.
- (iv) Train those in charge of a recruitment process to be made aware of underrepresented groups for the type of position they are recruiting for.
- (v) Ensure that interviewing panels are made up of 3 or more EEB personnel with gender balance and as diverse as possible.
- (vi) Offer paid internships for graduates (under a ‘Convention d’Immersion Professionnelle’) with a compensation that enables interns to cover the costs of living with unpaid internships outside this scheme (“volunteers”) only offered to students in the framework of their studies (as the legal framework does not foresee any contract type for students).
- (vii) Supports volunteers in identifying financial support for their internship and pays a daily allowance (see also EEB Internship Policy).
- (viii) Where possible, creates specific opportunities such as paid internships or traineeships designed specifically for underrepresented groups.
- (ix) Provide the same opportunity and compensation for the same job to everyone and assess whether there are pay gaps or career progression gaps for certain groups, in particular women.
- (x) Ensure transparency on salaries, promotion and training opportunities.
- (xi) Strives to offer training on fair recruitment processes.

3.3 Work environment

3.3.1 Principles and objectives

EEB is committed to ensuring a safe and inclusive space for everyone. This commitment goes beyond legal requirements for non-discrimination: the EEB strives to be a place where everyone can be who they are in all their diversity and where everybody feels welcome and supported,

especially people belonging to groups that face discrimination and disadvantage in society such as people belong to ethnic, racialised or religious minorities or LGBTIQ+.

The EEB ensures an environment where staff members feel no pressure or judgement regarding their personal life choices such as whether they want to have children or not, how many children they want or under what circumstances, or in what kind of partnership people choose to live or not to live. EEB strives to be a workplace where everybody feels valued regardless of how and with whom they live. EEB encourages all staff members to practise empathy and solidarity with different life choices. EEB nurtures a culture of openness and solidarity where job satisfaction, work-life balance, and personal and professional development for everyone is supported considering individual needs as far as possible.

The EEB is committed to supporting all staff members to maintain a healthy work-life balance. We take different personal life situations into account to create a work environment in which everybody can thrive.

3.3.2 Measures

- (i) Conduct diversity and equality assessments, for instance through anonymous surveys with staff members or members of the EEB governance bodies, or with the help of external consultants to obtain diversity data and information about how staff feel about diversity and equality within the organisation.
- (ii) Challenge stereotypes, prejudice, gender roles or insensitive comments in the workspace and encouraged staff members to raise awareness of stereotypes or insensitive comments so that these can be addressed.
- (iii) Support staff to use gender pronouns in their email signatures or other communication. While most people are never questioned about their gender identity, sharing pronouns shows respect for people who are questioned about their gender identity, and contributes to creating a more comfortable environment for non-binary or transgender colleagues.
- (iv) Ensure to include diverse options next to 'male' and 'female' including 'non-binary' and 'Prefer not to say' in forms and documents.
- (v) Support staff with care roles and parents, encourages everyone to take up care roles and support individuals in balancing office work and their care duties. Measures include, amongst others, flexible working hours, remote work, or the possibility to ask for a reduction of overall working time.
- (vi) Encourage all parents to make use of their legal right to parental leave, to share childcare equally and benefit from schemes to reduce working hours where they want to make use of them. Staff members should feel supported in their individual choices. The EEB actively seeks to overcome persistent stereotypes and gender roles in society around care duties (such as men not being expected to take longer parental leave or reducing working hours or mothers of young children not being dependable or resilient).
- (vii) Ensures that mothers can fully benefit from their maternity leave and recovery period, ensure that the length of maternity leave and parental leave as well as maternity covers are agreed jointly to seek the best solution for the staff member, offer a breastfeeding room where required and provide information about rights and possibilities such as maternity leave and breastfeeding leave.
- (viii) Travelling is a specific challenge for those with care roles, especially those who are alone in the care-taking role such as single parents, a single sibling caring for a parent, a person

taking care of a friend alone or for mothers who breastfeed. The organisation is open to reviewing travel obligations for staff with care duties. Possibilities can be, for instance, to prioritise remote participation (where possible) or delegate travel to other staff members who are interested to avoid travel during these periods.

- (ix) Ensure that those without care roles are not burdened with extra work. The EEB acknowledges that everybody has the right to a healthy private life, including time and energy for (self-)care.
- (x) Offer flexible working hours. This includes flexibility around when to start and end a working day around core working hours.
- (xi) Ensure meetings take place within core working hours, that is, usually between 9 am and 5 pm. Where necessary, the EEB respects time constraints on certain days or hours (for instance, Wednesday afternoons when schools in Belgium close early).
- (xii) Offer hybrid working (a combination of working from home and working from the office), considering each staff member's individual needs and organisational requirements. While seeking to promote the advantages of working from home, the EEB is also aware of the risks of remote work, for example it can create an additional burden in particular for women with caring responsibilities, or in situations where working from home may reduce networking, learning and career opportunities.
- (xiii) Strive to create a workspace where staff members feel encouraged to address health concerns with their supervisors and teams to find the best solutions. The EEB recognises gendered health issues and that some health issues are still dominated by taboos (such as health concerns linked to menstruation or menopause). The EEB strives to be a menopause-friendly workspace where concerned staff feels encouraged to find solutions within the organisation to ensure a comfortable work environment.
- (xiv) Offer a period-friendly workplace by providing sanitary products for free and menstrual leave where staff members feel unwell or prefer working from home.
- (xv) Strive to create a workspace that is accessible to people with physical disabilities (where necessary and as far as possible for a tenant).
- (xvi) Seek to support staff members with mental health concerns as far as possible. We seek to create an atmosphere of openness around physical and mental health concerns alike where staff can freely exercise their right to sick leave whatever the health concern is, and nobody feels they need to hide a health concern. We strive to increase comprehension of and accommodation for neurodiversity and invisible disabilities.
- (xvii) Strive to celebrate cultural diversity (e.g., by encouraging staff to share information about cultural and/or religious festivals other than Christian holidays). Unless under exceptional circumstances, staff members celebrating religious or cultural festivals in their culture(s) of origin may request to take leave during their main festivals. The EEB closes its offices every year between Christmas and New Year. Staff members who do not celebrate Christmas may shift the additional leave days to another time of the year.

3.4 Inclusive leadership and governance

3.4.1 Principles and objectives

Ensuring a safe, welcoming and inclusive space for everyone who works for or engages with the organisation and increasing diversity needs commitment from the organisation's leadership and governance bodies. The EEB's leadership, in particular the Secretary General, the Senior Management Team and all those with line-management roles, as well as the different EEB

governance bodies are expected to fully commit to this policy, led by example and actively participate in the action plans and their evaluations.

The EEB is committed to practising inclusive leadership. Its leaders seek to ensure that all team members and all those engaging with the EEB are treated equitably. The EEB believes that organisations become better and more impactful if diverse opinions are considered. Inclusive leadership also means to consciously break down barriers for those whose opinions risk being excluded. The EEB seeks to welcome everybody's contribution and to encourage full engagement in decision-making processes. Inclusive leadership also comes with the commitment to questioning power dynamics and structures within the organisation and in our working environment.

A safe and inclusive space depends on inclusive and non-violent communication styles. The EEB seeks to empower all staff members to participate freely and equally in meetings, events and other activities and to ensure a communication culture where all staff members feel they can express themselves openly, where they are heard, and their opinions considered.

3.4.2 Measures:

- (i) Strive to ensure adequate gender balance, balanced regional representation and the inclusion of minorities in all its governance bodies.
- (ii) In line with our statutes and Standing Orders, the overall composition of the Board shall as far as possible reflect the composition of the societies in the countries in which the EEB has full member organisations, taking criteria such as geography, gender, age and ethnicity into consideration. 'Adequate gender balance shall be understood to mean that there is a difference of no more than two in the numbers of men and women represented on the Board. The Election Preparatory Committee has a clear mandate to look at this when preparing its proposal for a balanced Board.
- (iii) For the EEB Council, full national member organisations from each country where the EEB has members seek to agree on a single candidate who they will nominate to represent them on the Council. Member organisations are encouraged to nominate diverse candidates for the EEB Council.
- (iv) The EEB Board will regularly discuss the implementation of this policy, in particular before the report to the General Assembly once a year.
- (v) The Senior Management Team (SMT) designates a Diversity Manager. The Diversity Manager leads on the implementation of this policy together in close cooperation with the SMT and the HR team.
- (vi) Seeks to ensure diversity in leadership roles in the EEB Secretariat paying particular attention to a representative number of women, people in different age groups, people with care roles, people from underrepresented EU member states, minorities and racialised communities in senior and leadership positions.
- (vii) Ensure, through those chairing or facilitating meetings, equal participation and inclusive communication. Those moderating and chairing have a particular responsibility to ensure balance, for instance, with regards to who is taking up speaking time. They need to encourage less confident staff to speak. EEB seeks to counteract micro-aggressions, discriminatory language or domination techniques where someone with more power belittles, ignores, threatens or objectifies someone in a weaker position. EEB may use tools

to assess meetings such as a meta observer who provides feedback about the quality and inclusivity of a meeting.

3.5 Communication and events

3.5.1 Principles and objectives

The EEB is also committed to ensuring inclusive and non-discriminatory external communication and events. Media reports tend to overreport certain perspectives, for instance, the achievements and activities of men as opposed to other genders. Certain groups tend to be shown more as receivers, or worse, as victims rather than individuals with agency.

3.5.2 Measures:

- (i) Strive to use inclusive, gender-sensitive, anti-racist, anti-discriminatory language and imagery and to portray people in their diversity. We seek to provide staff with guidance on inclusive communication.
- (ii) Commit to avoiding a Eurocentric perspective and a universal Western cis-male subject as the standard perspective, for instance, by quoting, referring to or inviting contributions from women scientists or voices from the Global South. We seek to give a voice to those who suffer most from the consequences of environmental degradation and insufficient action to address the environmental crises, for instance, by including references or inputs from organisations representing marginalised groups.
- (iii) Commit to ensuring diversity in its events including conferences and panel discussions. This includes gender balance: as a rule of thumb, speaking roles in a panel (or across several panels for a longer event) should be equally allocated between the genders. We actively strive to identify female speakers as well as speakers from other groups that are regularly underrepresented or even invisible in public debate. The EEB strives to ensure a diversity of voices including speakers from across the region which the EEB represents as well as representatives of ethnic and racialised minorities and from the Global South as far as possible. When reaching out to members and partners to enquire about speakers, we actively state that we welcome the participation of underrepresented groups.
- (iv) EEB staff and representatives do not participate in all male panels or events. Where the EEB feels its speaker or representative is tokenistic, we will analyse the pros and cons of our presence and may turn down the invitation if there is no added value for the EEB to be present. Where the EEB is invited to clearly unbalanced panels or events, it will explicitly request gender balance or may suggest a female expert to represent the EEB.
- (v) The EEB's events strives to be a safe space for all participants, in particular to those groups who regularly face discrimination or hate speech in public venue. The EEB will stop hate speech at its events and exclude people who use discriminatory language or hate speech from any future events.
- (vi) Where possible, the EEB will also use opportunities to give visibility to less visible groups or underrepresented groups, for instance, where we are asked to nominate or recommend speakers.
- (vii) When organising events, we consider the accessibility of venues for people with disabilities. Upon request, we strive to provide sign language interpretation or captioning.
- (viii) The working language of the EEB is English. When organising events, we consider the need for interpretation to enable the participation of non-English speakers. When we work with

groups or regions where fluency in English is less common, we seek to ensure interpretation if participants request support.

3.6 Training and awareness-raising

3.6.1 Principles and objectives

The EEB is committed to provide training to its staff on issues concerning equality, diversity and inclusion and to continue individual and organisational learning and unlearning.

3.6.2 Measures:

- (i) All new staff are introduced to this policy as part of their onboarding and line managers are reminded of their responsibility to ensure their teams are aware of all internal policies and always comply with them.
- (ii) The EEB will invest, as far as its resources allow, in continued education and training on issues including but not limited to diversity and gender equality, anti-racism, Critical Whiteness, unconscious bias and structural power.

4 REFLECTION, EVALUATION AND REVIEW

(i) The EEB commits to critical introspection and self-reflection. It acknowledges that nobody is entirely free of unconscious bias. Unconscious bias means that our brains judge people and situations based on social stereotypes without us realising it. This is influenced by our education, cultural and social environment and individual experiences. We may not be aware of these views and opinions or of their full impact and implications. Our organisation has developed and operates within a society where some people and groups are systematically marginalised while others benefit from power and privilege. The EEB is committed to exploring how systematic marginalisation and inequalities in society intersect with our mission, values and activities. The EEB is committed to continue individual and organisational learning and unlearning, for instance, through regular trainings, workshops and peer-learning.

(ii) The EEB commits to regularly assessing challenges around equality, diversity and inclusion to understand where the organisation must make progress. It strives to create spaces where staff, our governance bodies, members and those engaging with the EEB can share their experiences and ideas. Regular diversity assessments can be conducted through dedicated surveys with staff, governance bodies, member organisations or other stakeholders the EEB engages with and/or through workshops with staff.

(iii) The Annual Performance Review shall also be used to provide feedback channels around equality, diversity and inclusions. The EEB may also collaborate with public initiatives that assess diversity.

(iv) Based on regular assessments, the EEB will define concrete actions through a two-year Equality, Diversity and Inclusion Action Plan and evaluation cycle. The Action Plan is drafted in a collaborative manner by the EEB's Diversity Manager looking at the key areas defined in this

policy and based on a survey with staff. The Action Plan outlines the objectives for a two-year period and the planned activities with consideration of the resources available. The draft is adopted by the Senior Management Team and presented at an EEB staff meeting.

(v) Each year, the Diversity Manager in collaboration with the Senior Management Team and based on a survey with staff, prepares a short evaluation report of the activities implemented, of progress made and of remaining challenges. It is presented to the General Assembly for discussion and feedback. Every second year, a renewed Action Plan with concrete follow up measures is presented.

(vi) The EEB also exchanges and collaborates with its peers and external experts to learn from each other and to identify innovative ideas.

(vii) This policy will be reviewed every 2 years, or sooner due to legislative changes.

5 Alignment with other policies

This policy will be read together with other EEB organisational policies such as the:

- (i) Sexual Exploitation, Abuse and Harassment Policy (SEAH)
- (ii) Complaints Policy
- (iii) Staff Terms and Conditions



EEB
European
Environmental
Bureau

eeb.org



A better future where people and nature thrive together