



“Charter of Diversity”

The European Forum Alpbach (EFA) is an interdisciplinary platform for science, politics, business and culture. Established in 1945, in the aftermath of the Second World War, the EFA seeks to address relevant socio-political questions by providing a forum to scholars, politicians, policy-makers and a diverse audience. The EFA promotes the creation of a democratic society and aims to strengthen the diversity of the European Union.

The Forum Alpbach Network (FAN) contributes to mutual understanding and exchange in Europe and thereby highlights the diversity of the citizens of the member states of the European Union and its neighbouring countries.

Keeping with the EFA’s tradition as a forward-looking interdisciplinary platform, all members of the FAN emphasise the importance of diversity. By institutionalising diversity, we show our commitment to this agenda and try to highlight the topic in the context of the EFA.

Our criteria for diversity include: age, gender, ethnicity, disability, LGBTQ, religion and socio-cultural background. The core values that go along with diversity and that are also promoted by the EFA are inclusion, equality, intercultural understanding, fairness, integrity and respect.

We, the Forum Alpbach Network and everyone undersigned, hereby declare our commitment to diversity and in line with this “Charter of Diversity” we pledge to:

- 1. Acknowledge the diversity of society and maintain a culture characterised by mutual respect and appreciation for diversity.**
 - a. Create requirements that allow realising these values in our organisations, share and live them.
 - b. The board of the FAN and the Clubs and Initiative Groups as members of the FAN share a particular responsibility in living these values and reflecting the commitment within their own organisational structure.
- 2. Pursue an invitation policy that reflects the diversity of society, in accordance with the criteria of age, gender, ethnicity, disability, LGBTQ, religion and socio-cultural background.**
- 3. Implement measurable and transparent benchmarks for the composition of participants at events of the FAN that are part of an institutionalised review process.**
- 4. Ensure the presence of an Ombudsperson to provide support and assistance in cases of discrimination, harassment, and other diversity related issues during the annual EFA.**
- 5. Communicate internally as well as externally the implementation of the Diversity Charter.**
 - a. Publish the Charter online and in other FAN publications.
 - b. Make diversity a recurring bullet point on the agenda of every FAN conference and EFA general assembly.
- 6. Review and evaluate the progress regularly and transparently.**
 - a. Report annually to the General Assembly of the EFA and of the FAN.
 - b. Create a Diversity Board. This board not only oversees the work of the Ombudsperson and organises a yearly town hall meeting for direct feedback, but also publishes regular reports on the implementation progress.