



## **EAES Statement on Equity and Diversity**

The EAES was founded with the vision to promote safe and sustainable surgery for all in Europe and globally.

This can only be achieved acting with honesty, transparency, fairness and also though creating inclusive and diverse culture that can truly represent all sections of our society. The aim is for the EAES executive, committee members and the entire EAES workforce to be truly representative of all sections of our members and so that they all feel respected and able to give their best.

Our mission is to be open to our members so that our organization embraces new ideas, is willing to explore novel methods and different places—and as such, equity and diversity are at the heart of everything we do.

### **EAES Equity and Diversity Principles**

1. We value diversity in our global membership, recognising that different people bring different perspectives, ideas, culture, and knowledge. These differences bring great strength to the various committees and the functions of the EAES.
2. We believe that exclusion or discrimination based on individual background and or characteristics such as age; disability; gender or gender identity; race, colour, ethnic or national origin; religion or belief; socio-economic background; or any other distinctions, represents a waste of talent and a denial of opportunity for self-fulfilment.
3. We recognise that patterns of any discrimination and or under-representation at the EAES can be challenged through positive action programmes.
4. We respect the rights of individuals, including the right to hold different views and beliefs. We will not allow these differences to be manifested in a way that is hostile or degrading to others.
5. We expect commitment and involvement from all the EAES body and our partners in working towards the achievement of our vision and implement our principles so that Equality and Diversity is embedded and evident in the structure and the function of the EAES.