

EIOPA's Declaration on Activities to Promote Diversity, Equity, and Inclusion in particular for LGBT+

Since 2022 the European Central Bank, Deutsche Bundesbank, and the European Insurance and Occupational Pensions Authority (EIOPA) have celebrated Christopher Street Day together in Frankfurt. This collaboration highlights our shared vision for and commitment to inclusivity, emphasizing the importance of welcoming and embracing the LGBT+ community not only in the workplace but also in every aspect of our life and in our society.

The principles of non-discrimination, equality and diversity are among the core values of the European Union, finding their expression, inter alia, in the European legal and policy framework. As an employer, EIOPA has already gone a long way in fostering non-discrimination and equality. EIOPA is committed to a pro-active diversity management approach seeking to create a diverse working environment and an inclusive culture in which everyone feels valued and accepted and can live up to their full potential in the workplace. In terms of the key actions taken:

- 1. In 2021 EIOPA adopted a Diversity and Inclusion Strategy with targeted objectives and measures addressing cross-cutting diversity and inclusion matters as well as for certain specific groups: Gender equality; Persons with disabilities and staff with disabled dependents; LGBTIQ+; Underrepresented age groups among staff.*
- 2. EIOPA adopted the EU Agencies Network (EUAN) Charter on Diversity and Inclusion. EIOPA is part of the EUAN Working Group on Diversity and Inclusion currently actively engaged in workshops regarding inclusion of persons with disabilities. EIOPA's is also collaborating with the ECB amongst others on all matters pertaining to D&I.*
- 3. Particularly for LGBTIQ+ EIOPA as an employer is committed to an inclusive culture in which everyone, can be themselves, and can realise their full potential. Specific measures taken include:*
 - Increase LGBTIQ+ awareness (for example with internal messages as well as participation to dedicated events with clear messages from top management such as the International Day against Homophobia, Transphobia and Biphobia (IDAHOT);*
 - Ensure that managers prevent discrimination and bias in relation to LGBTIQ+ people, create favourable conditions for staff to feel comfortable and confident and open about their identity;*
 - Enforce the policy of zero tolerance against harassment or any other form of discrimination;*
 - Foster a culture where no one feels the need to conceal their sexual orientation and where everyone, feels valued, can be their authentic selves and realise their full potential;*
 - Support LGBTIQ+ staff networks by providing a space for exchange.*