

EQUALITY, DIVERSITY, AND INCLUSION (EDI) POLICY

African Networking and Innovation Platform (ITAUN)

Version 1.0

Preamble

The African Networking and Innovation Platform (ITAUN) recognizes that diversity of individuals, experiences, cultures, and skills constitutes an essential driver for innovation, creativity, and sustainable development.

Through this policy, ITAUN affirms its commitment to promoting an inclusive, equitable, accessible, and discrimination-free environment across all of its activities, projects, programs, and partnerships.

This policy aligns with the principles of the United Nations Charter, the Sustainable Development Goals (SDGs), the values of the African Union, and the requirements of international cooperation programs.

Article 1 – Purpose

The purpose of this policy is to promote:

- Equal opportunity;
- Gender equality;
- Diversity in all its forms;
- Accessibility of activities and resources;
- The inclusion of all persons participating in ITAUN's initiatives.

It applies to all members, collaborators, experts, partners, service providers, participants, and beneficiaries of ITAUN's activities.

Article 2 – Guiding Principles

ITAUN commits to:

- Guaranteeing equal treatment;

- Preventing all forms of discrimination;
- Promoting a balanced participation of women and men;
- Encouraging diversity of backgrounds, skills, and cultures;
- Fostering the accessibility of activities and materials;
- Promoting a respectful and inclusive working environment.

Article 3 – Equal Opportunity

Decisions relating to recruitment, the selection of experts, participation in projects, training sessions, events, and working groups shall be based on competence, qualifications, and the needs of the activities.

No distinction may be made based on criteria unrelated to the duties performed.

Article 4 – Gender Equality

ITAUN fosters a balanced representation of women and men in:

- Governance bodies;
- Working groups;
- Project teams;
- Speaker panels;
- Training activities;
- Scientific and institutional events.

Whenever possible, the composition of teams and panels shall aim to reflect this diversity.

Article 5 – Diversity

ITAUN views diversity as a lever for collective performance.

It encourages the participation of individuals from different countries, cultures, disciplines, generations, and professional backgrounds.

Diversity constitutes a criterion of enrichment in the development of collaborative projects.

Article 6 – Inclusion

ITAUN ensures that everyone is enabled to fully participate in its activities.

Particular attention is paid to:

- Youth;
- Women;
- Persons with disabilities;
- Underrepresented groups;
- Participants from diverse geographical or socio-economic backgrounds.

Article 7 – Accessibility

Within the limits of available resources, ITAUN strives to make its activities accessible.

To this end, it encourages in particular:

- The selection of venues accessible to persons with reduced mobility;
- The use of digital tools that facilitate remote participation;
- The dissemination of documents in accessible formats whenever possible;
- Clear and understandable communication.

Article 8 – Prevention of Discrimination

Any form of discrimination, harassment, intimidation, or violence is contrary to ITAUN's values.

Every individual participating in the organization's activities is required to adopt a respectful behavior toward others.

Article 9 – Awareness

ITAUN encourages the awareness of its members and partners regarding equality, diversity, inclusion, and accessibility issues.

These themes may be integrated into meetings, training sessions, workshops, and events organized by the organization.

Article 10 – Monitoring and Indicators

In order to ensure concrete monitoring of this policy, ITAUN establishes the following indicators:

Equality

- Proportion of women and men participating in activities;
- Representation of women in governance bodies and working groups;
- Distribution of speakers during events.

Diversity

- Number of countries represented in projects and events;
- Diversity of partner institutions;
- Diversity of participants' professional backgrounds.

Inclusion

- Participation of youth and underrepresented groups;
- Support measures implemented when necessary.

Accessibility

- Number of events accessible remotely;
- Availability of accessible digital materials when possible;
- Consideration of specific needs expressed by participants.

These indicators are periodically reviewed by the competent bodies of ITAUN to identify areas for improvement.

Article 11 – Implementation

The responsibility for implementing this policy is shared by all governance bodies, project managers, and members of ITAUN.

Each activity manager is invited to integrate the principles of this policy into the planning, implementation, and evaluation of their actions.

Article 12 – Revision

This policy shall be subject to periodic revision to take into account:

- The evolution of ITAUN's activities;
- Feedback from experience;
- Recommendations from partners;
- Regulatory developments and international best practices.

Entry into Force

This Equality, Diversity, and Inclusion Policy shall enter into force upon its approval by the competent bodies of ITAUN and shall be published on the organization's official website.



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