

Commitment to Gender Equality and Diversity

As a global organization focused on transatlantic cooperation, diversity is infused into the very essence of our mission. Therefore, we have committed ourselves to cultivating a rich and encouraging community that consists of people from all genders, backgrounds, and walks of life.

Main commitments of the Code of Ethics of European Horizons:

This commitment is embodied in our [Code of Ethics](#), which binds us to:

- Maintaining a balanced male-to-female ratio across our Leadership team and Board of Directors;
- Offering full freedom of gender identity to all participants in our projects and events;
- Forming an environment that is safe and free of sexual harassment internally, as well as in the planning and execution of external projects and events; and
- Leveraging strict organization-wide policies to disallow discrimination across our internal operations and when working with our partners.

European Horizons ensures that all of the commitments stated above are widely disseminated to all relevant stakeholders. We are including all internal policies in the Member Handbook through which all new members are trained and brought on board.

Above all, in 2021 we established our People and Culture team, which remains focused on ensuring the support and safety of all our members, including by providing a safe space for reporting difficult experiences, acting as a resource for internal support, and ensuring that our community adheres to the norms and values embodied in our Code of Ethics.

This document is reviewed on a yearly basis and approved by the Board of Directors, the supervising organ of our organization.

As the leaders of European Horizons, we commit to embracing and enforcing the above policies across all every area of our work.

A handwritten signature in black ink, appearing to read "Melina S.", with a horizontal line underneath.

Melina Sánchez Montañés
Co-Founder & Chair