



**Equity,
Diversity and
Inclusion (EDI)
Strategy for EGEA
2025-2030**

Table of Contents

Introduction	2
Recognising and confronting discrimination	3
Women, intersex, non-binary, transgender and agender people (WINTA)	3
The LGBTQIA+ Community	4
Racialised People	4
Ethnic Minorities	4
People with disabilities	5
Neurodivergent people	5
People from lower socioeconomic backgrounds	5
Achieving our vision	6
1. Accessible Environment	6
2. Visibility	6
3. Education and Training	7
4. Safety	7
5. Organisational Structures	8
6. Diverse Representation	8
7. Assessment Process	9
Final note	9

Introduction

EGEA is a diverse, intercultural network of geography students and young geographers from across Europe. Friendship, mutual understanding and respect for other cultures are the cornerstones of our community. Curiosity, inspiration and personal development are at the heart of our mission.

This **Equity, Diversity and Inclusion (EDI) Strategy** outlines how EGEA will actively promote equity, diversity and inclusion in all parts of the association for the period 2025 to 2030. It aligns with EGEA's values and aims to foster an environment where every individual feels respected, supported and able to grow.

The Board of EGEA (BoE), with the Secretary as the lead responsible for EDI, has the main responsibility for ensuring the implementation of this strategy. However, every member, individual and body within EGEA has a shared responsibility to help achieve these goals and to raise new aspects as they emerge.

This strategy is intersectional and aims to recognize and address multiple and overlapping forms of discrimination.

Recognising and confronting discrimination

EGEA must be a safe, inclusive and supportive space for everyone. Discrimination, harassment and exclusion have no place in EGEA activities, whether at events, online platforms or within our local entities.

We recognize the specific barriers and discrimination faced by:

- Women, intersex, non-binary, transgender and agender people (WINTA)
- The LGBTQIA+ Community
- Racialised People
- Ethnic Minorities
- People with disabilities¹
- Neurodivergent people
- People from lower socioeconomic backgrounds

We also acknowledge the importance of addressing intersectional discrimination, affecting people belonging to multiple marginalized groups.

All individuals should be aware of reporting procedures for cases of discrimination, harassment or offensive behavior, as outlined in the EGEA Code of Conduct.

WOMEN, INTERSEX, NON-BINARY, TRANSGENDER AND AGENDER PEOPLE (WINTA)

Since gender diversity refers to all gender identities, not only the traditional binary system of female/male, EGEA should actively and equally include people that fall under the WINTA term. Gender marginalised groups refer to groups that experience discrimination, exclusion or disadvantage due to their gender identity. Achieving equity

¹ In this document we use the phrase “People with disabilities” in line with the [Social Model of Disability](#). For the purpose of this document, “People with disabilities” refers to anyone who considers themselves to have a disability or to be part of the Disabled community.

and diversity is crucial and one significant approach to accomplish this is by improving gender balance. However, it is not solely about numerical representation; it is also essential to dismantle gender stereotypes and reduce gender segregation and guarantee an equal accessibility to all. Gender diversity enriches EGEA's work by bringing a range of experiences and perspectives that contribute to a more inclusive environment.

THE LGBTQIA+ COMMUNITY

LGBTQIA+ stands for Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual and other similar groups that are meant to be encompassed by the +. Stigma around members of this community is still prevalent in most parts of the world up to this day, and progress towards combating that stigma faces regular threats of backlash. Members of the LGBTQIA+ community must be and feel safe and accepted in EGEA, where all individuals can be themselves without fear or discrimination

RACIALISED PEOPLE

Racialised people still face discrimination in their everyday life based on their heritage and are often confronted with structural barriers within participation. Harassment and discrimination, as well as linguistic identity, create more challenges for racialised people to participate. This leads to an underrepresentation within the youth NGO communities. Skin colour and heritage should not affect anyone's possibility to be a part of EGEA. It is therefore important that EGEA as an organisation is at the forefront of removing any structural barriers and discrimination against these individuals in general as well as within its structures

ETHNIC MINORITIES

The term Ethnic minorities refers to groups of people who have a distinct cultural, linguistic or historical identity that sets them apart from the majority population in a particular country or region. Ethnic Minorities are often subject to discrimination and social exclusion which can impact their access to education, healthcare, employment and other opportunities.

PEOPLE WITH DISABILITIES

As outlined in the UN Convention on the Rights of Persons with Disabilities, participation in all aspects of life and both enjoyment of human rights and equal opportunities should be ensured for people with disabilities. It should be noted that this can be a disability that is not medically diagnosed but is experienced by the individuals in question and challenges people to participate successfully.

There is an underrepresentation of Disabled people within democratic structures. In the social model of disability, barriers in society - including discrimination and attitudes - create the disability. These barriers include but are not limited to the physical environment, communication, people's attitudes and how organisations are run. This can cause systemic exclusion and discrimination

NEURODIVERGENT PEOPLE

There is great variation in brain developments and structures. Neurodiversity reflects differences in people's experiences and behaviour. In the current system, a lack of knowledge and accessibility has meant that these differences are not accepted, but stigmatised, so neurodiverse people still face systemic discrimination and exclusion, also inside institutions where they cannot always rely on specific support measures.

EGEA, in ensuring substantial inclusivity within its organisation, must promote respect for everyone's needs, in order to achieve actual equity.

PEOPLE FROM LOWER SOCIOECONOMIC BACKGROUNDS

Individuals from lower socioeconomic backgrounds often face economic challenges, limited access to resources and reduced opportunities due to a combination of their social and financial circumstances. It's important that EGEA acknowledges these marginalised groups in our work.

As stated above, marginalised groups that require special inclusion and support that lead to empowerment, are not limited to the ones mentioned above. Rather, the list above should serve as an example and be expanded as needed. We also acknowledge that people who are multiply marginalised as part of more than one marginalised group will face additional barriers and we therefore take an intersectional approach to equity, diversity and inclusion.

Achieving our vision

1. Accessible Environment

EGEA commits to creating an accessible environment across all its activities, including:

- Physical accessibility (accounting for physical disabilities) at all EGEA events (Regional Congresses, Annual Congress, exchanges, seminars and scientific events).
- Ensuring our website and digital platforms follow accessibility guidelines.
- Providing clear event information (including sensory impacts, quiet spaces and accommodation options) via participant communications.
- Allowing participants to request specific accessibility accommodations (if possible)

The BoE will work together with event organizers to ensure these measures are taken.

2. Visibility

EGEA will increase visibility of EDI topics by:

- Requiring that every Congress (Annual and Regional) includes at least one session or meeting focused on equity, diversity and inclusion. This can be its own session or a training session for example.
 - Topics can include: awareness raising, sharing circle of experiences or any topic concerning or promoting EDI.
 - Sessions can be focused on certain groups or EDI more broadly.
 - Discrete closed sessions can be good for people to share experiences with other members of their community. For example, a closed LGBTQIA+ session could be beneficial for individuals who are not publicly out yet, but want to have a connection with others in their community.

- Encouraging the inclusion of diverse workshop leaders, facilitators and trainers at EGEA events, respecting geographical and gender balance principles.
- Using inclusive language in all formal and informal EGEA communication.

3. Education and Training

Learning is at the core of EGEA. To embed EDI awareness:

- The Community of EGEA Trainers will continue to provide and develop trainings on diversity, equity, inclusion and unconscious bias
- Trainings are encouraged to be offered to officials and event organizers.

4. Safety

Safety for all members, especially marginalized groups, is a priority.

- The EGEA Code of Conduct will continue to be the central document safeguarding behavior standards at all levels.
- All event organizers must ensure that measures are in place to prevent harassment and discrimination and that reporting mechanisms are accessible and known to participants.
- Safety considerations will cover both physical and emotional safety, online and offline environments.

5. Organisational Structures

EGEA's structures must reflect our EDI values.

- The BoE will regularly review EGEA's Statutory Base, Protocol and internal guidelines to remove barriers and promote inclusion.
- The election and recruitment processes for EGEA officials will be reviewed with an EDI lens, to encourage broader and more diverse participation.
- Specific steps will be taken to identify and address underrepresentation of marginalized groups within EGEA's official structures and event participation.
- The Secretary, together with the BoE, will promote cross-entity discussions and trainings on EDI topics.
- Entities will be encouraged to analyse their local barriers to participation and share findings with the BoE.
- The BoE will work towards securing funding and partnerships for EDI-related projects and support mechanisms, such as the EGEA support fund, in order to make various events more accessible to all, regardless of socio-economic status.
- Making EGEA's working culture mindful of diverse needs, including neurodiversity and different work styles.

6. Diverse Representation

EGEA aims for diversity in its workshops, sessions, panels and leadership.

- Gender balance and intersectional diversity will be considered when inviting workshop leaders and trainers.
- The BoE will strive to encourage diverse representation in all bodies.
- Representation of marginalized voices within decision-making structures will be encouraged and supported.

7. Assessment Process

To ensure accountability and continuous improvement:

- The BoE will follow a cycle of analysis, planning, implementation, monitoring and evaluation.
- The Secretary will lead the preparation of annual progress reports on the implementation of the EDI strategy, to be discussed at Annual Meetings of the General Assembly.
- The strategy will be formally reviewed and updated before the end of 2030.

Final note

EGEA's EDI Strategy 2025-2030 reflects our commitment to creating a geography community where friendship, intercultural understanding and personal development are accessible to all. Through collective responsibility, proactive measures and continuous reflection, EGEA will strive to make our spaces equitable, diverse and inclusive.