

# PRESIDENT'S DECISION N. 50/2023

of 16 October 2023

## on the creation of the Diversity Policy Committee

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### THE PRESIDENT,

Having regard to the Convention setting up a European University Institute (hereinafter the 'EUI'), and in particular its Article 7;

Having regard to the EUI Strategy 2019-2024, in particular its priority 5: Promoting diversity and inclusiveness;

Having regard to the President's Decision No. 41/2022 of 11 October 2022 on the adoption of the EUI Policy on Harassment, Sexual Harassment and Bullying;

Having regard to the discussions on diversity and inclusiveness, particularly on ethnic and racial diversity, held at the Academic Council on 13 October 2021, 12 October 2022 and 15 March 2023,

Having regard to the EUI Ethnic and Racial Equality Plan 2023-2026 adopted on 25 July 2023, IUE 466/22 (CA 442).

### WHEREAS:

- The EUI affirms its commitment to the promotion of ethnic and racial equality at all levels and in all units and services of the EUI in meaningful and lasting ways;
- The Diversity Policy Committee shall promote the EUI commitment to enhance a diverse and inclusive learning and working environment. It will oversee and drive progress on the implementation of the EUI strategy in its priority to promote equality, diversity and inclusiveness, with particular focus on improving the representation, progression and support of ethnic and racial minorities at the EUI.

HAS DECIDED AS FOLLOWS:

### ***Article 1 - Mission and Objectives***

1. A Diversity Policy Committee (hereinafter 'the Committee') is hereby established.
2. The Committee in its advisory and policymaking role takes proactive steps to:
  - advise on institutional priorities related to equality, diversity and inclusiveness,
  - discuss inequality issues at the EUI, and

- propose new actions to promote diversity and fairness in EUI processes and procedures, equality of opportunities, and a fair and inclusive environment.
3. The Committee in its monitoring capacity:
    - focuses on improving the representation, progression and support of ethnic and racial minorities at the EUI;
    - monitors progress on the various actions of the EUI Ethnic and Racial Equality Plan 2023-2026 and its subsequent reviews;
    - gathers and analyses any relevant data on an annual basis, and makes proposals for new actions to achieve ethnic and racial diversity;
  4. The Committee enhances communication and collaboration with other governing bodies advising and proposing actions in the area of Equality, Diversity and Inclusiveness, such as the Disability Working Group, the Gender Equality Committee and the Harassment Policy Committee, with the aim of coordinating their objectives, activities and outcomes within the framework of the EUI priority to promote equality, diversity and inclusiveness.
  5. The Committee provides a forum for all members of the EUI community to raise concerns and make proposals for action.

### ***Article 2 - Composition***

1. The composition of the Committee aims to reflect the diversity of the EUI community in all its aspects.
2. The following shall be members of the Diversity Policy Committee:
  - a) The Dean of Equality, Diversity, and Inclusiveness acts as ex-officio Chair of the Committee.
  - b) One professor for each Academic Unit, designated by the relevant Unit/Centre/School.
  - c) Four doctoral researchers, designated by their Representatives.
  - d) Two research fellows/academic assistants, designated by their elected Representatives of research fellows and research assistants.
  - e) Two staff members, designated by the Staff Committee.
  - f) One master student, designated by their elected Representatives.
  - g) One postdoctoral fellow, designated by their elected Representatives.
  - h) The Director of Human Resources, ex-officio
  - i) A representative of the Central Coordination Unit, ex-officio

With the exception of the ex-officio members, the Committee members shall be appointed for a term of two-year (renewable).

3. An alternate member may be designated by the representatives of each group or by the ex-officio members.

**Article 3 – Conduct of proceedings**

1. The Committee holds at least two regular meetings per academic year. Additional ad-hoc meetings may be organised as necessary to discharge its functions.
2. The Committee shall develop internal regulations to facilitate the conduct of its proceedings.
3. The Chair may invite other EUI persons to attend a specific meeting of the Committee in an advisory capacity.
4. The Chair may request the support of experts, such as in the field of statistics, for the assessment and implementation of actions relevant to the Committee's work.
5. The Chair on their own initiative may ask for the confidentiality of discussions.

**Article 4 – Secretariat**

The Equality, Diversity and Inclusiveness Officer acts as the Secretariat of the Committee.

**Article 5 – Voting rules**

1. The quorum to constitute the Committee is of at least two-thirds of its members.
2. The Committee will strive to achieve a consensus on its recommendations. If necessary, it shall decide by simple majority of its members, provided that a quorum of two-thirds of its members is reached.
3. Alternates may vote in substitution of the corresponding members when the latter are unable to attend.

**Article 6 - Entry into force**

This Decision shall enter into force on the date of its adoption.

Done in Florence, 16 October 2023

The President  
(signed)  
Renaud Dehousse