

**Oikosnet Europe**  
**Annual Assembly 2018**  
**Crete, 5 to 9 September**



## **Statement of Diversity and Inclusion**

Oikosnet Europe is a network of Christian academies and laity centers all over Europe. It represents churches of different confessions such as Catholic, Lutheran, Orthodox and Reformed.

The document wants to clarify how Oikosnet Europe continues its work related to what previously was called the Gender and Justice Network.

Diversity and inclusion in all branches of society are core values to Oikosnet Europe.

The concept of diversity encompasses acceptance and respect with regard to difference. It is based on the understanding that each individual is unique, created by God. Oikosnet Europe is dedicated to recognizing and valuing individual differences, moving beyond simple tolerance by embracing and celebrating diversity along the dimensions of race, ethnicity, sex, gender, sexual orientation, socio-economic status, age, physical and other abilities, religious and political beliefs, and others. Diversity is understood as positive and enriching. Recognizing the value of difference by implementing inclusion, i. e. by representation and participation against any form of discrimination, allows to address the challenges of our times collectively and more efficiently, and establish a society for everyone worth living in.

For Oikosnet Europe the values of diversity and inclusion are indispensable linked with equality, mutual respect, trust, community, sustainability and open communication.

Oikosnet Europe is committed to implementing diversity and inclusion into daily practice:

### **Structure and organization**

- Diversity and inclusion are reflected in the structure and organization of Oikosnet Europe.
- Annual conferences in alternating locations celebrate exchange and bring together diversity of thought, experience, and expertise in an inclusive environment.

### **Leadership**

- The Oikosnet Europe Board as the decision-making body plays a critical role in reflecting and creating the priority of diversity and inclusion. Representing the diverse network, the Board is drawing on the skills, talents, and perspectives of a diverse range of leaders. It is believed that diversity of viewpoints which comes from different cultural and church backgrounds, sex, age, and life experiences strengthens board deliberations and decision-making.
- The Board appoints one member to pay special focus on diversity and inclusion issues and its implementation in the network's activities

## **Activities**

- Oikosnet Europe is committed to reflect the core values of diversity and inclusion in its activities.
- Regardless of the theme, annual conferences dedicate at least one panel to the field of diversity and inclusion.
- Organizers of other activities, both publications and events, are encouraged to include diversity and inclusion perspectives into their work.