



# European Suzuki Association

## Policy for Equality, Diversity and Inclusion

Adopted by the ESA Board of Directors 12 April 2023

### 1. STATEMENT

Equality, Diversity and Inclusion are at the core of the European Suzuki Association's (ESA) values.

Being the umbrella organisation for the teaching method of Dr. Shinichi Suzuki in Europe, Middle East and Africa, the ESA is committed to Dr. Suzuki's philosophy and pedagogical approach. This entails the fundamental value that all children can be educated if provided with the right nurturing environment and as many children as possible should be able to do so. This is the guiding light for teachers using the Suzuki Approach as well as Suzuki organisations local, national and international. Embracing the diversity in children's abilities is a fundamental cornerstone in all work done according to this approach.

Over and above the above, the ESA is committed to the equality, diversity and inclusion of all its members in the organisation's work. Since 2001 the ESA has had an article in their Bylaws pertaining to this issue. At present this reads as follows:

#### **Article 10 DIVERSITY, INCLUSION AND AFFIRMATIVE ACTION**

Section 10.0. The European Suzuki Association is an inclusive and affirmative action and equal opportunities institution. It encourages expression and appreciation of the diversity of its membership and does not discriminate on the basis of race, colour, religion, national origin, ancestry, sex, sexual orientation, gender expression, age, or disabled status in admission or access to, or treatment or employment in its programmes and activities. Unlawful acts of discrimination or harassment by members, Directors or staff of the ESA are prohibited. The Administrator shall promulgate practices and procedures to realise this policy.

The ESA believes that this article accurately describes the vision for Equality, Diversity and Inclusion that the organisation has.

### 2. SPECIFIC AREAS OF EQUALITY, DIVERSITY AND INCLUSION IMPORTANT TO THE ESA

#### **Language.**

The ESA's member countries share at least up to thirty languages between them. Yet, in the work of the organisation, the ESA has decided to use English as the common language. This has been of great practical and financial benefit for the ESA. This decision, however, comes with its challenges. Most people working for the ESA on the board of directors, on committees or in other capacities, are using English as a foreign language. The ESA is committed to creating a safe environment for those using English as a foreign language. Consequently, native speakers of English must always be aware of their advantages when it comes to the use of language.

#### **Cultures.**

The geographic area of the ESA is from Iceland in the North West, South Africa in the South, Russia in the North East and the Middle East. Cultures are very different in the many countries of this region and in those countries that are presently members of the ESA. The ESA appreciates and values the differences in cultures within the organisation's members. That said, the ESA is committed in furthering the universal human values expressed in Section 10 of their Bylaws and these are overriding and non-negotiable principles in the organisation's work.



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### 3. PRACTICES AND PROCEDURES FOR THE ESA'S WORK WITH EQUALITY, DIVERSITY AND INCLUSION

- a. **Personal integrity.** The ESA will follow its Equality, Diversity and Inclusion Policy in all dealings with stakeholders within the Suzuki community as well as for external parties and in so doing respect their personal integrity.
- b. **Language.** The ESA's member organisations represent over 20 languages. Whereas English is the dominating language used for the execution of ESA business, the different languages represented are to be respected. Respect for all aspects of the ESA's Equality, Diversity and Inclusion Policy should permeate all use of language.
- c. **Culture.** The ESA is committed in furthering the universal human values expressed in Section 10.0. of their Bylaws and these are overriding and non-negotiable principles in the organisation's work.
- d. **Communication.** The ESA is committed to keeping all communication respectful and sensitive to respect the different stipulations in the ESA's Equality, Diversity and Inclusion Policy.
- e. **Administration.** The administration of the ESA will at all times follow the ESA's Equality, Diversity and Inclusion Policy. This pertains to administrative issues within the organisation as well outside.
- f. **Board.** The Board of Directors of the ESA follow the ESA's Equality, Diversity and Inclusion Policy in all their work. This covers communication between board members, procedures in board work and all other aspects of the workings of the board where issues regarding equality, diversity and inclusion arise.
- g. **Membership.** All member organisations of the ESA and other members will follow ESA's Equality, Diversity and Inclusion Policy in their work.
- h. **The Public.** The ESA will publish their Equality, Diversity and Inclusion Policy on their website and inform the public of the organisation's commitment to this policy where and when the occasion calls for this.