



Paris, December 9, 2024

Diversity and Inclusion Policy

Whereas the CIHEAM (International Centre for Advanced Mediterranean Agronomic Studies) is an intergovernmental organization aiming to promote high level education, research and innovation for a sustainable development of agriculture and fisheries, food and nutrition security, rural and coastal territories in the Mediterranean region.

Including 13 member states (Albania, Algeria, Egypt, Spain, France, Greece, Italy, Lebanon, Malta, Morocco, Portugal, Tunisia, and Türkiye), CIHEAM operates through its four Mediterranean Institutes based in Bari (Italy), Chania (Greece), Montpellier (France), and Zaragoza (Spain), with its headquarters in Paris.

Each operational establishment, including headquarters and institutes, is committed to implementing this policy.

1. Purpose

The CIHEAM's Diversity and Inclusion (D&I) Policy is designed to cultivate and perpetuate an organizational culture that prioritizes diversity, equity, and inclusion at all levels. CIHEAM's engagement within a multitude of social and cultural contexts underscores the criticality of this policy, as it facilitates the establishment of inclusive environments that both mirror and honor these diverse perspectives. By aligning with ISO 30415 guidelines and referencing the frameworks and principles outlined in the administrative and internal regulatory documents of the CIHEAM and its internal control system, we seek to foster an environment that supports innovation, collaboration, and respect for all individuals.

2. Scope

This policy applies to all employees, contractors, consultants, interns, students, lecturers and stakeholders associated with the organization. It covers all activities, from recruitment and hiring to daily operations, project implementation, and community engagement, including postgraduate programmes and research activities.

3. Guiding Principles

In adherence to ISO 30415 and inspired by the CIHEAM's foundational commitments as detailed in:

- **"Texts Of Agreement And Internal Regulations"**, in particular the General staff regulations, which underscore equality, non-discrimination, and ethical conduct.



- **"Administrative framework" (version 2024)**, particularly its emphasis on intercultural exchange and diversity promotion;

The following principles guide our D&I efforts:

- **Inclusion as a Core Value:** Recognizing and embracing diverse identities, perspectives, and abilities to ensure equal access to opportunities and resources.
- **Zero Tolerance for Discrimination:** Prohibiting all forms of discrimination, harassment, and bias based on race, gender, age, religion, disability, sexual orientation, social class or economic status (or socioeconomic background) , national origin, or any other personal characteristic.
- **Cultural Awareness and Respect:** Promoting respect for cultural differences and fostering intercultural understanding in all organizational activities and interactions.
- **Equal Opportunities:** Ensuring merit-based decision-making in both employment (hiring, promotion, professional development) and education (admission, postgraduate advancement), while working to dismantle systemic barriers.
- **Transparency and Accountability:** Establishing clear mechanisms for preventing, reporting and addressing issues related to discrimination and inequality.

4. Objectives

1. **Foster a Diverse Workforce:** Achieve diversity in hiring practices by ensuring outreach to underrepresented groups.
2. **Promote Inclusive Leadership:** Train leaders and managers to understand and practice inclusive decision-making.
3. **Cultivate Inclusive Work Environments:** Implement flexible policies and practices that accommodate diverse needs and perspectives.
4. **Embed D&I in Organizational Strategy:** Incorporate D&I considerations into all projects, strategic goals, and evaluations, including postgraduate programmes and research programs.
5. **Continuous Learning:** Provide ongoing training to enhance awareness and competence in diversity, equity, and inclusion.

5. Responsibilities

Everyone at CIHEAM has a role and responsibility in the realization of D&I principles, and in establishing and maintaining an inclusive culture at work.

Organizational Governance and Leadership:

- Secretary General and Directors ensure that the organization's D&I principles and objectives are aligned with the CIHEAM vision, mission, values and strategy; they receive periodic reports and review the implementation of this policy.



- D&I Committee (composed by the coordinators of Administrative and Education workgroups at the Headquarters): Drive the D&I agenda, set measurable goals, monitor the implementation of this policy, address grievances, and evaluate progress regularly.

Organizational Delegate:

- Human Resources workgroup: Develop and enforce procedures ensuring equitable recruitment, retention, and career development processes. Model inclusive behaviors;
- Education and Research workgroup: Ensure D&I principles are embedded in the design and implementation of postgraduate programmes and research activities;
- Communication workgroup: Develop awareness and popularization actions with the aim of internal and external dissemination

Employees and all operative staff: Uphold the values of respect and inclusivity in daily interactions.

6. Reporting and Grievance Mechanisms

All individuals are encouraged to report concerns about potential discrimination or exclusion events through dedicated channels, established by each headquarters, in application of a common procedure, ensuring confidentiality and protection against retaliation.

If these channels are not effectively addressed, individuals may appeal to the Secretary-General and the President of the Governing Board for further review and resolution.

CIHEAM is committed to addressing all reports promptly and fairly.

7. Monitoring and Review

The D&I Policy will be reviewed to ensure alignment with ISO 30415, organizational goals, and evolving societal norms. Updates will reflect feedback from employees, stakeholders, and lessons learned. Specific metrics for inclusivity in postgraduate programmes and research will also be monitored and reported.

8. References

- CIHEAM -"Texts Of Agreement And Internal Regulations"
- CIHEAM -'s "Administrative framework"
- ISO 30415: Human Resource Management – Diversity and Inclusion

9. Approval and Final Provisions

This policy is approved by the Secretary-General and the Directors, and is effective as of [effective date].



CIHEAM

Centre International de Hautes Études
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The Secretary general takes care to notify the Governing board of the adoption of this Policy and its future amendments. This policy is continuously updated to ensure its ongoing improvement and is shared with the Organization, third parties, and stakeholders through the official website and other specific communication channels, which are locally defined.

The Secretary-General and the Directors are responsible for the implementation of this Policy. In this context, they may delegate to their collaborators.

For further information or assistance regarding this policy, please contact d&i@ciheam.org.