



UArctic Diversity and Inclusivity Policy

UArctic is committed to creating an environment that is diverse, inclusive, and equitable where all staff, members, partners, students, and board members are treated with respect and dignity.

As defined in the UArctic Bylaws, the composition of all UArctic governing bodies should reflect a regional, indigenous / non-indigenous, and gender balance. This is monitored and maintained by the UArctic Nominations Committee, who evaluates candidates and nominates members to UArctic Board, Assembly Officers, and other governance bodies. Senior management oversees the implementation of the Diversity and Inclusivity Policy in their respective areas.

These guidelines are based on UArctic's Values, in particular:

- **Inclusive:** UArctic embraces and respects cultural diversity, language plurality, and gender equality.
- **Respectful:** UArctic promotes relationships of respect, trust, and partnership, and embraces the perspectives and knowledge of northern Indigenous peoples.
- **Open:** UArctic is a university network without walls, committed to reducing all barriers to cooperation across borders, cultures, and academic systems, embracing transparency and openness.

For the purposes of this statement, diversity includes race, gender, ethnicity, nationality, religion, sexual identity, familial status, age, disability and socio-economic status;

Inclusion is valuing, respecting, and encouraging the full participation of each individual in the life and leadership of the organization;

Equity is a process that ensures all people have the opportunity to contribute, develop, and grow despite historical, structural, legislative, racial, and socio-economic inequities.

We will not tolerate discrimination, biases, harassment, or bullying of any kind. Regardless of race, socio-economic status, age, disability, religion, sexual orientation, nationality, gender, or marital status, we are an organization that celebrates the richness of our community and the diversity of the peoples and cultures of the Circumpolar North.

Approved by the Board on 01, November, 2023