

# Diversity & Inclusion



At Competere, we believe that all individuals are different. We recognize that diversity goes beyond visible differences such as race, ethnicity, age, gender, and ability. Such diversity is an extraordinary richness of human beings that helps us better understand the universe in which we live. Each individual represents a different perspective and therefore contributes to identifying problems and developing new solutions, increasing knowledge.

Thus, diversity and inclusion are essential values that drive our success as a policy institute. We are committed to creating a community where everyone is welcomed, respected, and valued for who they are, and where all individuals have equal access to opportunities to develop and succeed.

We also embrace differences in background, experience, education, culture, religion, and perspectives. We believe that diversity fuels creativity and innovation that helps us better understand and address the complex challenges that we tackle as a policy institute.

Inclusion is also a key aspect of our commitment to diversity. We strive to create an inclusive environment where all individuals can contribute their unique talents, ideas, and perspectives respectfully.

As a policy institute, we appreciate free thought and opinions, and we encourage our stakeholders to express their ideas and viewpoints critically. We believe that this diversity of thought helps us develop innovative and effective policies that address the most pressing issues facing our society today.

We also understand that building a diverse and inclusive community is an ongoing process, and we are committed to continuous learning, improvement, and growth. We will regularly assess our policies, practices, and programs to ensure that they promote diversity, equity, and inclusion, and we will seek feedback from our employees and stakeholders to help us identify areas for improvement.

## **Team and Speakers selection criteria**

Knowledge, critical thinking experience, eloquence, credibility, availability, and accessibility are among the key criteria we adopt at Competere to select our team members or speakers. Our aim is to include and represent all genders, geographical origins, cultures, intellectual, and scientific perspectives.

We do not prioritize political correctness over merit as a selection criterion. Instead, we seek honest feedback and constructive criticism.

Our teams and panels represent the best we could put together by following the above criteria. However, we acknowledge that they can be improved, and we rely on the effort and engagement of our stakeholders and our audience to advance profiles, connect with them, and help us engage them in the attempt to present the largest diversity as possible.