

DIVERIS

Diversity and Inclusion Network

Rules of procedure



#EUSpace #EUDefenceIndustry

OBJECTIVE OF THE NETWORK

I. General objective of the Network

Strengthening diversity and inclusion and ensuring equal opportunities to all in the space and defence industry sector are the main objectives of the DIVERIS network through the actions brought about by its members and the exchange of good practices.

The space and defence industry face a critical lack of diversity and inclusion, with factors like gender, age, employment status, and social background limiting access and participation. Traditionally male-dominated, these industries struggle with gender inequality and underrepresentation of minorities, which hinders innovation and adaptability. Without a focused effort to improve diversity, these sectors risk stagnation, reduced innovation, and failing to meet the needs of all citizens. DIVERIS network will benefit both men and women, positively influence the attractiveness of jobs and the competitiveness of the sector.

II. Specific objectives

DIVERIS, the EU Space and Defence Industry Diversity & Inclusion Facilitators network, will aim to:

- **Promote Awareness and Inclusion:** Increase awareness and encourage inclusive practices to boost the participation of underrepresented groups across the workforce.
- **Enhance Competitiveness:** Attract and retain diverse talent and develop skills that drive innovation and resilience in the space and defence industry.
- **Engage Stakeholders:** Build networks with industry leaders, policymakers, and civil society to support and advance diversity initiatives.
- **Ensure Equal Access:** Identify and remove barriers to equal opportunities for diverse groups in the sector.
- **Support Policy Development:** Contribute to EU policy, including the Aerospace Transition Pathway and future skills and equality strategies.

III. Priorities

At any time after the first year of functioning of DIVERIS, network members may decide to indicate priority actions among the above specific objectives, for a predefined period of time.

MEMBERSHIP

I. Founding EU institutions

They provide the political backing for the creation of the DIVERIS network and agree to facilitate its work and make it more widely known, within their respective field of competences.

II. Network members

The DIVERIS network brings together a wide array of stakeholders committed to advancing diversity and inclusion within the space and defense sectors. It fosters collaboration across different levels and

sectors, uniting organizations and individuals who share the common goal of promoting equality and diversity. The network's diverse membership base ensures that a broad range of perspectives and expertise are represented, helping to drive meaningful change and innovation. Below are the key types of members involved in the DIVERIS network:

- Member States national authorities and public authorities
- Space And Defence Industry organisations
- EU Agencies and bodies
- EUSPA (European Union Agency for the Space Programmes)
- Companies/associations
- Universities and Research Institutes
- Individual membership

III. Membership

Membership in the DIVERIS network is open to organizations and individuals who are committed to advancing diversity and inclusion within the space and defense sectors. Interested parties can apply for membership by submitting an application that outlines their commitment to the network's objectives.

There are two main types of membership:

- 1) Facilitators and
- 2) Trailblazers.

Facilitators are members, who in their personal capacity, actively support and drive diversity and inclusion initiatives, helping to implement best practices and promote awareness.

Trailblazers, on the other hand, are organizations—whether private, public, or non-governmental that pioneer innovative strategies and drive significant change within the sector.

Both types of members play a vital role in advancing the network's objectives, each making unique and creating a more inclusive and diverse space and defense industry.

IV. Application for membership

A call for membership will be open from January to end February 2025.

After that period, it is still possible to express interest by emailing the DIVERIS Secretariat at DEFIS-EQUALITY@ec.europa.eu.

If you are a stakeholder or individual affiliated with an organization, or a national organization already represented by one of the DIVERIS Trailblazers (as listed on the DIVERIS website), you may still participate in relevant DIVERIS meetings in your personal capacity. To do so, please send an email to the DIVERIS Secretariat at DEFIS-EQUALITY@ec.europa.eu expressing your interest in joining the network as a Facilitator.

For stakeholders or individuals not represented by any member organization, individual membership (Facilitator) is available.

CHAPTER TWO: PRESENTATION OF ACTIONS

I. Submission of Actions

Members (organizations or individuals) shall report planned or ongoing actions to the DIVERIS Secretariat by completing the designated reporting form.

The form should include details about the member, the action's objectives, target audience, timeline, and expected outcomes.

II. Maintaining an Updated Repository

Upon submission, the DIVERIS Secretariat will review the form to ensure all required information is complete and clear.

The Secretariat will maintain an updated repository of all reported actions to track progress and facilitate coordination within the network.

III. Publication on the Digital Platform

Reported actions may be published on the DIVERIS digital platform to increase visibility and encourage collaboration.

Members can use the platform to call for support and/or involvement of other network members to enhance the impact and implementation of their actions.

IV. No Formal Approval Required

Actions reported to the Secretariat do not require formal approval by the DIVERIS network. However, members are encouraged to align their initiatives with the network's goals and values.

V. Ongoing Communication

Members should keep the Secretariat informed of any significant updates or changes to their reported actions to ensure the repository remains accurate and up-to-date.

VI. Publicity

Information about ongoing actions will be published on the DIVERIS website by the DIVERIS secretariat (https://defence-industry-space.ec.europa.eu/about/eu-space-and-defence-industry-diversity-inclusion-facilitators-network_en). The secretariat will also regularly inform representatives of Member States of the activities of the DIVERIS network.

Stakeholders conducting an action and DIVERIS members are allowed to use the label "*Member of DIVERIS network*".

VII. Types of possible actions

A wide range of actions can be proposed, from specific practical ones (e.g. installation of new sanitary facilities) to action plans combining a variety of measures provided they:

- contribute to the objective/priorities of the DIVERIS network.
- are SMART (Specific, Measurable, Achievable, Realistic and Time-bound).

Continuation of actions started before the launch of the DIVERIS network is acceptable provided that the DIVERIS conditions are met. Joint actions can also be envisaged.

CHAPTER THREE: EXCHANGING FEEDBACK AND RESULTS

1. At the end of an action or annually when an action is developed over several years, each stakeholder will share its conclusions about the outcome of the action and lessons learnt, distinguishing, whenever possible, between specific circumstances and elements transferable to other space and defence industry activities/other countries.

2. The secretariat will draft a short annual report of all the activities carried out, including the

lessons learnt from the annual review of actions referred to in paragraph 1. The report will be discussed during a DIVERIS meeting, adopted by consensus, and then published on the DIVERIS network website. The secretariat will keep representatives of Member States informed of the results.

3. Longer impacts of actions taken will also be examined.

CHAPTER FOUR: WORKING METHODS

I. Secretariat

The secretariat of the Platform is provided by DG DEFIS. It is in charge, inter alia, of organising meetings, corresponding with members, centralising applications and updating DIVERIS Webpage.

Contact: DEFIS-EQUALITY@ec.europa.eu

II. Frequency of meetings

At least one meeting per year is envisaged but this may vary depending on the circumstances. Each participant bears her/his own travel/accommodation costs. Online meetings may also be organised.

III. Linguistic regime

The working language of the DIVERIS network is English.

IV. Data protection

EU data protection rules apply.

CHAPTER FIVE: UPDATE OF THE RULES OF PROCEDURE

The present rules can be updated at any time at the request of a DIVERIS member to the secretariat or at the initiative of the secretariat itself.

New rules are adopted by consensus.

Exceptionally, in the absence of consensus to take a decision under the present rules, a vote will be organised by the secretariat and the majority will prevail.

Building on the experience gained during the first year of functioning of the DIVERIS network, more precise guidelines on the quality of actions and the presentation of results may be prepared by DIVERIS members, with the help of the secretariat.