



# JCI Europe's Equality and Diversity Taskforce report for NPM at WC 2020

Svava Arnardóttir, 2019-'20 Equality and Diversity Taskforce Chairperson

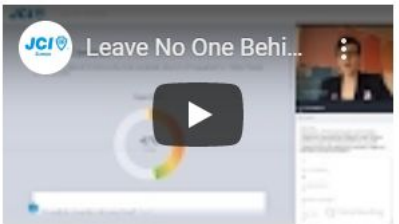


# The purpose

- We want to be a leading organization when it comes to equality and diversity within JCI
  - Welcoming, inclusive and safe for everyone
  - Correct the gender bias, not only within elected and appointed positions but also in our culture
- This results in more potential members, more involvement of the current members and realignment of JCI with young people's values and identity

# Empowerment program

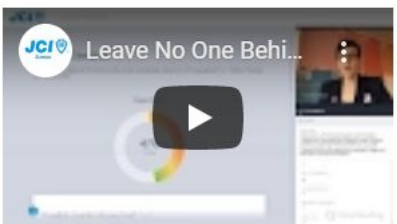
Ríkey Jóna Eiríksdóttir



- Monthly webinars open to all
- **Target audience:** people from different marginalized groups in society (LGBTQIA+, disabled, gender-non conforming, women, immigrants, different ethnicities and religious backgrounds)
- **Goal:** empower people to go further in their leadership roles but also to challenge the current structures of power with the aim of more inclusive society with equity
- Collaboration with high level UN Women officers and an Estonian parliamentarian for example
- Recordings available on JCI Europe's website and youtube

# Empowerment program

Ríkey Jóna Eiríksdóttir



- Nov '19 – „**Challenging the structures of power**“ with an Estonian Parliamentarian
- Jan '20 – „**Throwing gender norms out the window**“
- Feb '20 – „**Promoting institutional reform to end sexual harassment**“ with UN Women
- Feb '20 – „**Inclusive leadership**“
- March '20 – „**How to be inclusive when it comes to LGBTQIA+**“
- April '20 – „**Leave no one behind**“
- May '20 – „**Women in entrepreneurship**“
- July '20 – „**Anti-racism**“
- August '20 – „**Advocating change**“
- October '20 – „**Is there hope for men? When masculinity hurts**“
- November '20 – tbc: „**From talking to action**“, next steps, with an MEP from Hungary?



# Supporting local and national initiatives

Alessa Bluhm, Ulrike Reinhard, Jennifer Polzin

- Monthly meetings and a WhatsApp group
- Collaborative events and projects related to equality and diversity on a local and national level
  - Diversity Day: "Virtual High 5" video in May (34 JCI local organizations from around the world participated – JCI Cologne & JCI Frankfurt)
  - Anti-racism events in May / June (JCI Manchester)
  - Anti-discrimination group since June (JCI Mannheim-Ludwigshafen)
  - Diversity Week in November from the 23rd-27th of November (organized by JCI Frankfurt, JCI Cologne & JCI Finistère) – **check it out on facebook!**
  - Polish Diversity Day 2021 (JCI Warsaw)

**DÎVĚŘŠ!TŸ**  
**week**  
23 ↔ 27  
November 2020



# Equality and diversity survey

Geir Arne Aune Hovd and Adélaïde Charrière

- **Objectives:** To create a baseline and starting point to improve the quality of interactions, presentations and programs within JCI in Europe.
- The survey is divided into three sections: **Inclusion, Empowerment and Safety.**

- EU GDPR compliant.
- The extended results are shared with JCI HQ and JCI Europe's National Presidents.
- **112 total responses**





## Results to pay attention to

- **+30%** have “**personally** experienced **harassment, unwanted sexual attentions** and/or **bullying**.”
- **+20%** experienced it after they took a **leadership** role.
- **+40%** have “**personally witnessed** or a **friend** has **confided** in me about an experienced **harassment, unwanted sexual attentions** and/or **bullying**.”



# Proposal of a JCI Europe Anti-Harassment Policy, Manual and Reporting Form

Marcin Badura, Ulrike Reinhard, Valérie van Kemenade, Svava Arnardóttir



Inspired by

- JCI Sexual Harassment policy from January 2019
- Files from JCI the Netherlands around a mediation committee,
- UN Women's "Towards an end to sexual harassment: the urgency and nature of change in the era of #metoo"
- UN Women's "What will it take? Promoting cultural change to end sexual harassment"
- Empowerment program webinar by UN Women's Purna Sen, as well as an international conference by the Icelandic government on #metoo
- 2019 VP Jay Johnson's "A behaviorally intelligent approach to handling harassment claims"
- JCI Turkey's Disciplinary board regulations



# Diversity and equality recommendations brochure

Valérie van Kemenade and Ruthie Pinion



Guide with actionable items for Local and/or National Organizations to make

- **marketing**
- **events**
- **day-to-day running** of Local and/or National Organizations

more inclusive for our communities. Even some little changes can prove the world of difference when it comes to inclusivity.

- File will be shared with NPs by the end of November

# Outlook 2021: JCI Europe Equality & Diversity Taskforce

*Why do we have to continue to talk about this?*



## Why do we need the JCI Europe Equality & Diversity Taskforce?

- E&D Survey shows that bullying, violence and sexual harassment happens within the JCI community

## What does it mean for JCI?

- Future members potentially put off (“JCI is not for everyone”)
- Potentially world-changing projects blocked due to prejudices & unconscious bias

## Take it to the next level: Projects & Initiatives 2021

- Local & national initiatives ☐ Strengthen international collaboration via best practice exchange and project roll-outs
- Survey ☐ Further analysis & JCI membership demographics
- Policy ☐ Amendments / Awareness campaign to local chapters
- Empowerment Program & Diversity Week ☐ Diversity Academy
- Brochure ☐ Translation & Roll-out to local chapters
- Projects of team members 2021



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We are looking for new team members from **ALL** European countries!

Please share the application link with your members:

<https://forms.gle/KU5Kh76mhsbFeiqa9>

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*Please get in touch!*

# Contact details:

- **Feedback** – wanting to know more or contribute?
  - 2019-20 Chairperson Svava Arnardóttir ([svava@jci.is](mailto:svava@jci.is) / [sarnardottir@jci.cc](mailto:sarnardottir@jci.cc))
  - Proposed 2021 Chairperson Jennifer Polzin ([jennifer.polzin@arztservice-plus.de](mailto:jennifer.polzin@arztservice-plus.de))