



ESCB & SSM

Equality, diversity and inclusion charter



EUROPEAN CENTRAL BANK

EUROSYSTEM

In 2022 **the European Central Bank, together with the national central banks and national competent authorities** in the European System of Central Banks (ESCB) and the Single Supervisory Mechanism (SSM), launched the ESCB & SSM Equality, diversity and inclusion Charter.

The institutions listed below have become the first signatories of this charter, indicating their **common vision for, and commitment to, equality, diversity and inclusion.**



The above list includes signatories obtained as at 30 June 2022 and will be updated on a quarterly basis to include any further institutions that decide to join.

SEC/GenC/X/22/30

ESCB & SSM

Equality, diversity and inclusion charter

This is a public and voluntary commitment, open for signature by **national central banks (NCBs) and national competent authorities (NCAs)** in the **European System of Central Banks and Single Supervisory Mechanism (ESCB and SSM)**.

We commit to a set of shared principles, which will guide us as **we harness the diversity of our teams and increase the inclusiveness of our working** culture in order to improve our performance for the citizens we serve. The principles, goals and commitments in this charter reflect the fundamental rights of the European Union, tailored to our roles as institutions and a common vision for our workplaces.

Our guiding principles

EQUALITY

All people are equal in rights and dignity. At the same time, every person is unique in terms of their age, ancestry, beliefs, country of origin, culture, educational background, ethnicity, gender identity, marital status, membership of a minority group, mental or physical ability, nationality, parenthood, personality, political opinion, pregnancy status, religion, sexual orientation and identity, skin colour, socioeconomic background, worldview – and any other characteristic or status. **Each person's unique background and viewpoint are a valuable resource** in the workplace and in the wider community.

DIVERSITY

Diverse teams help us **learn and grow, build innovative solutions** and avoid groupthink in our work. We celebrate the differences between people and can benefit from them, whatever form they take.

INCLUSION

There is **value in building and maintaining inclusive, safe and collaborative workplaces**, where every employee's voice is heard, respected and valued despite and because of their unique differences, and where every member of our team plays an important role in shaping the work we do.

Our common goals

We aim to:

- **reflect** the diversity of the societies we serve;
- **harness** the diversity of our people to improve our workplaces and results;
- **continue to embrace** inclusive and safe workplaces free of prejudice, where employees feel they belong, are encouraged to bring their full selves to work, are empowered to attain their full potential and where their individual talents are respected, valued, developed and rewarded;
- **encourage and enable** our people to play their individual role in creating inclusive workplaces by increasing their knowledge, experience and skills;
- **achieve synergies and learn from each other** as a group of institutions in order to have a positive impact on wider European society.

Our commitments

We recognise that equality, diversity and inclusion are part of an ongoing journey which requires more than a one-off statement. We pledge, therefore, to make continuous efforts and:

As a group of institutions, we commit to:

- **ensuring a workplace free from any form of direct or indirect discrimination** in breach of the applicable European Union or national law, and having zero tolerance for inappropriate behaviour of any kind and in any form;
- **sharing knowledge and learning best practices** from each other on an ongoing basis, and particularly at the annual ESCB & SSM Diversity Network Annual Conference, established in 2016;
- **establishing an annual ESCB & SSM Equality, Diversity and Inclusion Day**, with activities and opportunities to share and learn across our institutions;
- **playing an active role in the wider community of inclusive workplaces**, including through European and international networks of other organisations;
- **having a positive impact on wider society**, through concrete strategies and innovative actions;
- **acknowledging the diversity of our workplaces** and leveraging the value of the diversity of thought that results from coming together;

As Banca d'Italia, we commit to:

- recognising and **valuing the diversity and uniqueness of our staff members** and of internal and external stakeholders;
- **actively engaging in fostering a culture of inclusion** with an emphasis on mutual respect, appreciation and equality of opportunities for all colleagues;
- **raising awareness, deepening understanding and encouraging reflection** on equality, diversity and inclusion;
- **raising awareness among our colleagues** about the importance of diversity and encouraging inclusive communication;
- **communicating with our staff and externally** about this charter, our shared vision and our actions to achieve that vision;
- **celebrating achievements** through shared experiences and storytelling;
- **improving our policies, procedures and practices** to enable us to leverage diversity and practise inclusion;
- **offering equal opportunities** to all current and future employees;
- **attracting, hiring and promoting diverse talent** with a variety of origins, backgrounds, viewpoints, abilities and other characteristics;
- **offering opportunities for learning and development** on equality, diversity and inclusion topics;
- **ensuring our employees understand their individual responsibility** to embed the principles of the charter in their everyday work.

On behalf of **Banca d'Italia**,



Rome, 17 June 2022

© European Central Bank, 2022

Postal address 60640 Frankfurt am Main, Germany
 Telephone +49 69 1344 0
 Website www.ecb.europa.eu

All rights reserved. Reproduction for educational and non-commercial purposes is permitted provided that the source is acknowledged.

For specific terminology please refer to the [ECB glossary](#) (available in English only).