

Subject
Inclusion and Diversity statement

Date:
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Inclusivity and diversity within Aeres

Here at Aeres, we believe it's important to offer our pupils, students, course participants and employees a safe learning and working environment. An environment in which equal treatment comes first, regardless of origin, skin colour, gender identity, sexual orientation, belief and/or political preference. In short, we want everyone to feel safe and be able to be themselves.

Keep developing

Numerous social examples show that an inclusive society is not a given. That's why we believe it's important to continuously and critically examine our own policies and make adjustments where improvements can be made.

Here at Aeres, we engage in sex education and gender identity in our teaching. In addition, within Aeres, we organise various local initiatives aimed at increasing inclusivity.

In addition, our complaints procedures can be used to report undesirable behaviour. We operate a network of confidential counsellors whom pupils, students, course participants and employees can contact if they feel they have been treated unfairly.

One of our core values includes: 'being courageous', helping us in our efforts to continue improving ourselves in this area. For us, being courageous means remaining curious about each other and about each other's ideas and perspectives, even if they clash sometimes. Being courageous also means that we hold each other to account when we see that inclusion and equality are at stake.

Diversity brings collective growth

Everyone learning and working with us brings their own background and perspectives. This way, we learn from each other and we cherish that. We want to prevent fear or polarisation from blocking or inhibiting conversations, collaboration or the sense of safety. Because we train 'green changemakers'. Young people who can look from multiple perspectives and see that this is valuable for a future-proof world. A world in which sustainability, society and identity are intertwined.

This is how we at Aeres view our organisation and the society we are part of. As an educational and knowledge organisation in the green domain, we learn from nature, where diversity makes ecosystems healthy above anything else.