

VUB Vision

Diversity and Equality

Diversity is a fact at our university. Brussels, the city of which we are a part, is home to an exceptionally diverse population, one which is mirrored in the fabric of the university. Our community is reflective of its rich fusion of philosophies, religions, socio-economic and migratory backgrounds, nationality and ethnicities, that intersect with age, sexual orientation, gender identity and expression, physical and mental abilities and disabilities. **Inequality is also a fact at our university.** Opportunities and chances are not always equally distributed and our society has many structural inequalities which do not disappear at the university entrance. We recognise that people are still disadvantaged on the basis of gender, skin colour, sexual orientation, culture, religion, age or class. There are many causes of this, but discrimination mechanisms and bias are the underlying reason.

Guided by our compass of humanist values, the VUB **embraces diversity and rejects inequality.** We celebrate the differences in our community as ones of equal worth and recognise that diverse experiences sometimes demand different things to realise equality for all. Our policy for diversity and equality embraces students and staff as well as the institute's management, culture and practices.

We regard diversity and equality as fundamental characteristics of **an excellent and socially relevant university.** The VUB strives for equality for all members of our community in all their diversity and uniqueness. Recognising diversity and challenging inequality are fundamental issues of social justice for the VUB: everyone has a right to the equal opportunity to develop their potential. The value of diversity and equality is not only about our students, the staff and the directors but also about our research, the nature of the education we share, and the participation of academics in the wider city. A diverse academy, in which all voices and visions are treated equally, stimulates creativity, innovation, excellence, and ensures knowledge, education and services better reflect the needs of a diverse society. Diversity and equality enable the university, today and in the future, to maintain scientific excellence and social relevance.

We strive to be an **agent of change**, correcting inequalities, offering opportunities, influencing new generations and steering towards increased equality and appreciation of diversity. The VUB is suited to this role which echoes its historic tradition in the democratisation of education and its key values of **freedom, equality and unity.**