

# ESGE's commitment to Diversity, Equity & Inclusion (DEI)

The European Society of Gastrointestinal Endoscopy aims to apply these 12 principles within ESGE, at the workplace, with patients, and in academia

## ESGE ORGANIZATION

- 1 Promotion of equality of opportunity, fair treatment, nondiscrimination, and diversity of health care professionals
  - 2 Dissemination of the principles of DEI among national member societies
  - 3 Diversity of memberships of the different working groups and committees
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- 8 Identifying, discussing, and accommodating reasonable patient preferences
  - 9 Educational campaigns targeting health care professionals and patients

## PATIENTS



## WORKPLACE

- 4 Collaborative workplace settings and empowerment in GI endoscopy team
- 5 Promotion of equitable access to high quality endoscopy training
- 6 Providing adapted workplace conditions for personnel with disabilities and/or special needs
- 7 Providing comprehensive mentorship and equitable sponsorship to support professional development

- 10 Support for underrepresented scholars and minorities pursuing research in endoscopy
- 11 Mentorship and sponsorship mitigating barriers to academic careers for underrepresented endoscopy scholars
- 12 Increasing awareness of diversity and equity in the field of endoscopy research

## ACADEMIA