



EONS Equality, Diversity and Inclusion (EDI) Plan 2026–2030

Introduction

The European Oncology Nursing Society (EONS) is committed to fostering an inclusive, equitable and respectful environment where everyone has equal opportunities to contribute, participate and thrive.

As a European professional organisation representing oncology nurses across diverse healthcare systems and cultures, EONS recognises that diversity is a strength that enriches education, research, leadership and patient care.

This Equality, Diversity and Inclusion (EDI) Plan reflects EONS' commitment to creating an organisation where differences are valued, barriers are removed and all individuals are treated with dignity and respect. It also incorporates the Gender Equality Plan required under Horizon Europe.

Our Commitment

EONS is committed to promoting:

- Equality of opportunity for all;
- Gender equality and balanced representation;
- Geographical and cultural diversity across Europe;
- Inclusion of underrepresented groups and minorities;
- Accessibility and inclusion of people with disabilities;
- Fair participation regardless of age, ethnicity, nationality, religion, sexual orientation, gender identity or socioeconomic background;
- An organisational culture based on respect, collaboration and belonging.

Objectives

EONS aims to:

- foster an inclusive organisational culture;
- ensure fair and transparent recruitment and governance;



- promote diversity in leadership, committees, faculty and speakers;
 - improve accessibility across all EONS activities;
 - integrate equality, diversity and inclusion principles into education, research and policy;
 - prevent discrimination, harassment and exclusion;
 - monitor progress through regular review and continuous improvement.
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Priority Areas

1. Equality and Fair Opportunities

EONS promotes fair treatment and equal opportunities in recruitment, career development, volunteering, leadership positions and participation in all organisational activities.

2. Gender Equality

EONS is committed to achieving gender equality by promoting balanced representation in governance, committees, educational activities and leadership, while integrating sex and gender considerations into education, research and policy initiatives where appropriate.

3. Geographical and Cultural Diversity

As a pan-European organisation, EONS values the diversity of its members and seeks balanced representation from different countries, regions and healthcare systems.

Particular attention will be given to ensuring equitable participation of members from underrepresented countries and emerging oncology nursing communities.

4. Diversity, Inclusion and Belonging

EONS is committed to creating an environment where every individual feels respected, valued and able to contribute regardless of age, ethnicity, race, religion, disability, sexual orientation, gender identity or socioeconomic background.

The Society will actively encourage diversity among staff, volunteers, committees, speakers and faculty.



5. Accessibility and Disability Inclusion

EONS is committed to improving accessibility across its meetings, educational programmes, digital platforms and communications.

Reasonable accommodations will be considered whenever possible to enable equal participation for people with disabilities or specific accessibility needs.

6. Education, Research and Communication

EONS will promote equality, diversity and inclusion throughout its educational activities, research projects, publications and communications by:

- encouraging diverse faculty and expert panels;
 - promoting inclusive language and imagery;
 - considering diversity perspectives in educational content where relevant;
 - supporting inclusive research practices.
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7. Safe and Respectful Environment

EONS maintains a zero-tolerance approach to discrimination, bullying, harassment and any form of inappropriate behaviour.

Clear procedures will be available to report concerns confidentially and fairly.

Implementation and Monitoring

The EDI Plan will be implemented by the EONS Management Team under the supervision of the Board.

EONS will:

- publish this Plan on its website;
- review progress annually;
- collect relevant organisational diversity data where appropriate and in compliance with applicable data protection legislation;
- provide regular awareness and inclusion training for staff and Board members;
- periodically review policies and practices to promote continuous improvement.



Review

This Equality, Diversity and Inclusion Plan will be reviewed annually and updated every four years to ensure continued alignment with EONS' strategic priorities, European values and Horizon Europe requirements.