

VIA's responsibilities with regards to DE&I are three-fold: within our organization, for our members, and in our whole industry.



FOR OUR ORGANIZATION

We actively shape a culture centered around inclusion by:

- Encouraging all types of diversity and have set quotas for gender (50%-50%) and background (minimal of 15% with a non-western migration background) within the board, Task Forces, chairpersons of our Task Forces, and the speakers at our Sessions
- Creating and supporting a D&I Task Force to drive internal and external ambitions forward
- Dedicating resources to ongoing DE&I initiatives within VIA
- Updating annually towards our members and industry
- Offering training to our board, personnel and key participants



FOR OUR MEMBERS

We seek to consistently inspire and guide our members through their own DE&I transitions by providing support to them through resources and **research**, **knowledge-sharing** and **network**, and **materials**, such as our Diversity guide and associated toolkit.



FOR OUR INDUSTRY

We envision reshaping our industry through Analysis, Awareness and Action. We strive for an industry that reflects our society, where DE&I is foundational to what we do and what propels us – all of us – forward. By making space and allocating resources to learn together, we can make a tangible, sustained, and deep difference.

We welcome you to share your ideas, suggestions, and/or constructive feedback on how we can continue to work towards a more diverse, equitable, and inclusive culture for our industry and beyond.

If this work speaks to you, and you might be interested in joining our Task Force, please reach out.

Thank you, and we look forward **diving in** together.