

SR21- Institute for Scientific Research, Zurich

Diversity, Equity, and Inclusion Policy

1. Institutional Commitment

SR21- Institute for Scientific Research affirms that intellectual excellence, scientific advancement, and strategic insight are strengthened through diversity of perspective, experience, and thought.

As an independent Swiss-based research institute operating at the intersection of science, strategy, and applied knowledge, SR21- Institute for Scientific Research is committed to fostering an environment in which individuals are selected, engaged, and developed on the basis of merit, capability, and contribution—while ensuring equitable access to opportunity and respectful inclusion across all institutional activities.

Diversity at SR21- Institute for Scientific Research is understood not only in demographic terms, but as a critical component of **cognitive diversity**, enabling superior analytical outcomes, innovation, and decision-making in complex and high-stakes domains.

2. Scope and Application

This policy applies to all individuals and engagements associated with SR21, including:

- Research fellows and affiliated scholars
- Academic contributors and subject-matter experts
- Administrative and operational personnel
- Participants in SR21- Institute for Scientific Research programmes, seminars, and research activities
- External collaborators, partners, and advisory participants

The policy governs both internal institutional conduct and externally facing engagements conducted under the SR21- Institute for Scientific Research name.

3. Principles

SR21- Institute for Scientific Research approach to diversity, equity, and inclusion is guided by the following core principles:

3.1 Merit-Based Inclusion

Selection, advancement, and recognition within SR21- Institute for Scientific Research are grounded in demonstrable capability, intellectual contribution, and professional integrity.

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3.2 Equality of Opportunity

SR21- Institute for Scientific Research ensures that no individual is excluded from participation or advancement based on characteristics unrelated to capability or contribution.

3.3 Respect and Professional Conduct

All participants are expected to maintain a professional environment characterised by mutual respect, intellectual openness, and disciplined discourse.

3.4 Cognitive and Disciplinary Diversity

SR21- Institute for Scientific Research actively values diversity of:

- Academic background
- Professional experience
- Strategic perspective
- Analytical methodology

as essential to high-quality research and knowledge production.

3.5 Non-Discrimination

SR21- Institute for Scientific Research does not tolerate discrimination based on:

- Race or ethnicity
- Nationality
- Gender or gender identity
- Sexual orientation
- Religion or belief
- Disability
- Age
- Socioeconomic background

4. Institutional Approach to Diversity

SR21- Institute for Scientific Research adopts a **structured, capability-aligned approach** to diversity:

4.1 Research-Centric Diversity

Diversity is integrated into research design and collaboration to enhance:

- Analytical robustness
- Strategic foresight
- Interdisciplinary integration

4.2 Global Perspective

As an internationally engaged institute, SR21 promotes global representation and cross-regional insight in its research and knowledge-transfer activities.

4.3 Inclusion in Closed-Circle Environments

While SR21 operates within a selective, closed-circle model, inclusion is ensured through:

- Transparent selection criteria
- Fair evaluation processes
- Equal access to participation within defined institutional frameworks

5. Equity Framework

SR21 ensures equity through:

- **Fair access to institutional opportunities** (research participation, fellowships, programmes)
- **Objective evaluation criteria** for all academic and professional contributions
- **Structured support mechanisms** where required to enable participation
- **Removal of unnecessary barriers** to engagement

Equity does not imply uniformity of outcome, but fairness in access, evaluation, and opportunity.

6. Inclusive Environment

SR21- Institute for Scientific Research maintains an environment that:

- Encourages **intellectual debate without hostility**
- Supports **freedom of inquiry within ethical boundaries**
- Promotes **interdisciplinary collaboration**
- Recognises and respects **cultural and professional differences**

All participants are expected to contribute to maintaining this environment.

7. Responsibilities

7.1 Institutional Leadership

SR21- Institute for Scientific Research leadership is responsible for:

- Upholding and enforcing this policy
- Embedding diversity and inclusion into institutional strategy
- Ensuring compliance with applicable Swiss, EU, and UK principles where relevant

7.2 Participants and Affiliates

All individuals associated with SR21- Institute for Scientific Research must:

- Act in accordance with this policy
- Treat others with respect and professionalism
- Avoid discriminatory or exclusionary behaviour
- Contribute constructively to the institutional environment

8. Reporting and Accountability

SR21- Institute for Scientific Research provides mechanisms for addressing concerns related to discrimination or exclusion:

- Concerns may be raised through designated institutional channels
- Reports will be handled confidentially and impartially
- Appropriate action will be taken where violations are identified

SR21- Institute for Scientific Research maintains a zero-tolerance stance toward serious breaches of this policy.

9. Continuous Improvement

SR21- Institute for Scientific Research Recognises that diversity and inclusion require ongoing evaluation and refinement.

The Institute will:

- Periodically review this policy
- Monitor institutional practices and outcomes
- Incorporate best practices from international research and academic environments
- Adapt to evolving legal and ethical standards

10. Legal and Regulatory Alignment

This policy is aligned with:

- Swiss legal principles governing equality and non-discrimination
- Relevant EU frameworks on equality and diversity
- UK Equality Act 2010 principles (where applicable in international engagement)

SR21- Institute for Scientific Research operates within its legal jurisdiction while maintaining internationally credible standards of conduct.

11. Statement of Intent

SR21 Institute for Scientific Research affirms that diversity, equity, and inclusion are not peripheral considerations, but integral to the pursuit of scientific excellence, strategic insight, and responsible knowledge transfer.

The Institute remains committed to fostering an environment where **distinguished minds from diverse backgrounds contribute to advancing knowledge for the benefit of global society.**

Signature: 

Name: **C. E. Paterakis**

Position: Director

Place: Zurich, Switzerland

Date of approval: 16 / 12 / 2025

Review Date: 08 / 01 / 2026