



The Society for Existential Analysis

Equality, Diversity, and Inclusion Policy Statement

Last updated: January 2025

At the Society for Existential Analysis (SEA), we are committed to fostering an inclusive, diverse, and equitable environment in all aspects of our work. As an organization rooted in the principles of existential thought, we recognize the inherent dignity and value of every individual and strive to create a community where all people feel respected, valued, and empowered to contribute.

Our Commitment: We are dedicated to:

1. **Equality:** We believe in providing equal opportunities for all individuals, irrespective of their race, ethnicity, gender, sexual orientation, disability, age, religious beliefs, socio-economic background, or any other characteristic. We work actively to ensure that all individuals have access to the same opportunities and resources, promoting fairness in our practices, policies, and interactions.
2. **Diversity:** We embrace diversity in all its forms, recognizing that our differences enrich the existential dialogue, and deepen our understanding of the human condition. The SEA encourages the participation of individuals from a wide range of backgrounds, life experiences, and perspectives. We are committed to ensuring that a diverse range of voices is heard, respected, and valued in all aspects of our work.
3. **Inclusion:** We foster an environment where everyone feels welcome, supported, and able to fully engage with our activities. This means promoting a culture of openness and respect, where all members, regardless of their identity or background, feel a sense of belonging and are encouraged to express themselves authentically. Inclusion extends beyond access to opportunities—it is about actively creating spaces where every person is treated with dignity and where their unique experiences are appreciated.

Implementation: To uphold our commitment to equality, diversity, and inclusion, we will:

- Regularly review and revise our policies and practices to ensure they are inclusive and equitable.
- Provide training and development opportunities for members to raise awareness of issues related to diversity, unconscious bias, and inclusive practices.
- Take proactive steps to create and maintain an environment where discrimination, harassment, or exclusion of any kind is not tolerated.

- Encourage dialogue and collaboration between people from diverse backgrounds to foster mutual understanding and respect.
- Ensure that our leadership and decision-making bodies reflect the diversity of our membership and the wider community.
- Work to identify and address any barriers to participation in our events, training programs, and other activities.

Accountability: We hold ourselves accountable for the implementation of this policy and will regularly assess our progress towards fostering a more inclusive and diverse community. SEA welcomes feedback from its members and will ensure that concerns regarding equality, diversity, and inclusion are addressed in a timely and respectful manner.

Conclusion: The Society for Existential Analysis is dedicated to the values of equality, diversity, and inclusion, grounded in the existential understanding of the uniqueness and dignity of every human being. We are committed to creating a community where everyone can engage meaningfully and authentically with the existential journey, and where all members are empowered to pursue their individual and collective potential.

By promoting these principles, we hope to contribute not only to the flourishing of our own community, but also to the broader social and cultural transformation towards a more just and compassionate world.

This policy will be reviewed and updated regularly to ensure its relevance and effectiveness.