



IBMA Diversity Statement

IBMA are committed to promoting a diverse, equitable and inclusive environment for all individuals associated with our organisation. We recognise that diversity in backgrounds, experiences and perspectives enhances creativity, innovation and wellbeing.

IBMA strives to prevent discrimination on any grounds, including gender, gender identity or expression, nationality, ethnic or social origin, language, age, disability, sexual orientation, religion or belief, marital or family status, and all other protected characteristics.

Our organisation embraces fair and transparent practices in recruitment, development, retention and participation. We value respect, dignity and equal opportunities for every individual, and we work to foster a culture where everyone feels respected, supported and empowered to contribute fully.

IBMA commits to actively integrating diversity and inclusion into our policies, practices and daily operations, and to continually improving how we welcome and support people from diverse backgrounds.

Date: 2026-02-20

www.ibma-global.org

Belgium

About the charter

The Belgian Diversity Charter is active since 2025. It enables all Belgian enterprises and organisations, private and public, regardless of their profit objectives, to initiate, develop and promote inclusive practices in the workplace. They facilitate access to the knowledge, network, and activities of the EU Platform of Diversity Charters.