

**To:** The Executive Board  
**Via:** E. Murciano [*signed*], M. Diemer [*approved*]  
**From:** [REDACTED]  
**Cc:** E. Devaux, I. Ráczné Szóke, K. Tsitsibikou, [REDACTED] N. Panyik, [REDACTED]  
**Date:** 16 March 2022  
**Subject:** **ESCB and SSM Equality, Diversity and Inclusion Charter and [...]**

*Fostering diversity and inclusion is one of the ECB interim priorities for 2021-2022. The ESCB and SSM Equality, Diversity and Inclusion Charter and [...] are key deliverables of these interim priorities. They are key pillars to strengthen our commitment and action, serving as a solid ground to foster a culture of diversity and inclusion within the ECB and beyond.*

*In close collaboration with the NCBs and NCAs, the ECB has developed the Charter, an umbrella document indicating our joint commitment to diversity and inclusion within the ESCB and SSM and across the EU.*

[...]

**The Executive Board is invited to:**

- (a) approve the final version of the ESCB and SSM Equality, Diversity and Inclusion Charter;**
- (b) invite the President to sign it on behalf of the ECB;**
- (c) decide to circulate the Charter:**
  - (i) to the members of the General Council to be signed on a voluntary basis on behalf of their institution; and**
  - (ii) in parallel to the HRC for information;**
- (d) take note of:**  
[...]

## **1. ESCB and SSM Equality, Diversity and Inclusion Charter**

### **a. Objective and characteristics**

The objectives of the Charter (SEC/EB/22/1233/xxa) are to demonstrate a collective commitment to equality, diversity and inclusion within the ESCB and SSM, to advocate for equality, diversity and inclusion, to engage ESCB and SSM colleagues and EU citizens on these topics, and facilitate learning within the network of ESCB and SSM institutions. The Charter is built on shared principles, strikes a balance between value-driven commitments and concrete actions, and adds value for all signing institutions, regardless of their different maturity levels on diversity and inclusion. The document is aspirational and to be signed on a voluntary basis; its contents are not intended to create new legal obligations or rights for signing institutions.

**b. Design process**

A dedicated Taskforce, consisting of colleagues from Banco de España, Banca d'Italia, Bundesanstalt für Finanzdienstleistungsaufsicht, Central Bank of Ireland and the European Central Bank, has drafted the Charter. The draft was then reviewed by numerous stakeholders, including some ESCB and SSM Diversity Network members and their respective senior management. It was presented to and generally supported by the HRC (Q3 2021) and endorsed by the ECB D&I Executive Sponsors and the ECB Executive Board (Q4 2021). The close-to-final version of the E,D&I Charter was supposed to be presented at a General Council meeting in December 2021, but the item was postponed to enable further engagement with the NCBs and the NCAs to achieve highest commitment of institutions to sign. In February 2022, the close-to-final Charter was shared with all NCBs and NCAs HRC members for comments. Following their feedback, the Charter has been adjusted and reviewed by DG/L. By now 27 NCBs and NCAs out of 34 institutions have signalled their support for the Charter and some have explicitly communicated the need to initiate formal internal endorsement processes before officially committing to sign it.

**c. Circulation and signing procedure**

Following the Executive Board's approval of the Charter, it would be circulated to the members of the General Council and, in parallel, for information to the HRC. Each institution can sign if and whenever they wish due to the voluntarily nature of the Charter and based on the respective need to undertake a formal endorsement or not. In view of the different formalities for each institution, it is currently not foreseen to have a common signing day.

We are currently working on the communication plan which will be aligned with the [...], to present ECB colleagues with a comprehensive view of our diversity and inclusion vision and roadmap. DG/HR will explore the possibility of organising joint external communication activities in the course of 2022, once a critical mass of NCBs and NCAs have signed the Charter, and will until then, advise the NCBs and NCAs not to communicate externally on the initiative.

2. [...]

3. [...]

Encl.

ESCB and SSM Equality, Diversity and Inclusion Charter (SEC/EB/22/1233/09a)

[...]