# Engineers Without Borders Global Summit 2027
## Diversity, Equity and Inclusion Policy

**Location:** Kathmandu, Nepal
**Dates:** 19–22 May 2027
**Delegation:** EWB community leaders from 50+ countries, alongside external partners and invited delegates

### Our commitment

EWB International is committed to creating an event where everyone feels **welcome, respected, able to participate and able to contribute**.

Our international community brings together people with different cultures, languages, identities, backgrounds, experiences, abilities, ages and levels of organisational and professional experience. We see this diversity as a strength and will design the event to ensure that participation is equitable rather than assuming that everyone has the same needs or opportunities.

We recognise that English is not the first language for many participants and will take practical steps to reduce language barriers and ensure that fluency in English does not determine whose voice is heard. This policy covers:

1. Inclusive participation
2. Language and communication
3. Representation and voice
4. Accessibility
5. Financial equity
6. Cultural respect and inclusion
7. Safe and respectful environment
8. Inclusive event design
9. Monitoring, learning and accountability

## 1. Inclusive participation

We will seek to ensure that all participants can participate meaningfully in the event regardless of nationality or country of origin, language, gender or gender identity, sexual orientation, race, ethnicity or cultural background, age, disability or accessibility needs, socioeconomic background, professional or organisational seniority, or any other characteristic protected under applicable law.

We will consider inclusion throughout event design, rather than treating it as a separate activity.

## 2. Language and communication

We recognise that participants will have different levels of English fluency. We will therefore:

- Use clear, accessible and jargon-free English wherever possible.
- Avoid unnecessary idioms, culturally specific references and overly technical language.
- Provide key event information in accessible formats.
- Identify language needs during registration.
- Assess where professional interpretation or translation is required.
- Provide interpretation for key sessions where there is a significant need.
- Consider simultaneous interpretation, consecutive interpretation or translated materials depending on the session and available resources.
- Encourage speakers and facilitators to speak clearly, at an appropriate pace and allow additional time for interpretation.
- Use written prompts, summaries and visual materials to support understanding.
- Brief facilitators on inclusive communication and managing multilingual groups.

We will make clear that **English fluency is not a measure of expertise or contribution**.

## 3. Representation and voice

We will seek diversity in the people represented throughout the programme, including speakers, facilitators, panellists and showcase contributors. We will:

- Prioritise representation from across the global EWB network, rather than concentrating opportunities among the most established or English-speaking organisations.
- Ensure that perspectives from less-resourced and less-established EWBs are represented alongside those from more mature organisations.
- Create opportunities for younger leaders and emerging voices to contribute.
- Avoid relying repeatedly on the same individuals or organisations to represent particular regions or communities.

- Design sessions so that participation is not limited to confident speakers or senior leaders.

Where appropriate, we will use facilitated small-group discussions and other formats that create more equitable opportunities to contribute.

## 4. Accessibility

We will seek to ensure that the venue, programme and communications are accessible to people with different physical, sensory, cognitive and other accessibility needs. We will:

- Collect accessibility requirements through registration.
- Work with the hotel to address identified requirements.
- Ensure meeting spaces and routes are accessible.
- Provide appropriate seating and facilities.
- Consider captioning, interpretation and assistive technology where required.
- Provide accessible digital and printed materials where needed.
- Ensure that accessibility requirements are communicated to relevant event staff and suppliers on a need-to-know basis.

## 5. Financial equity

We recognise that participation in a global event can create significantly different financial barriers for participants from different countries. Where resources permit, we will seek to:

- Provide travel or participation support according to transparent criteria.
- Prioritise support for participants for whom cost would otherwise prevent participation.
- Avoid unnecessary participation costs.
- Ensure that sustainability or accessibility measures do not create disproportionate financial barriers.
- Provide clear information about what costs are and are not covered well in advance.

Support will be managed transparently and with consideration of both need and available resources.

## 6. Cultural respect and inclusion

Kathmandu will bring together people from many different cultural contexts. We will:

- Work closely with EWB Nepal and local partners to ensure the event is culturally appropriate.
- Respect local customs, practices and protocols.
- Provide participants with appropriate guidance on local cultural expectations.
- Design social and networking activities that are welcoming to people with different cultural, religious and personal preferences.

- Ensure food and catering choices reflect different dietary, cultural and religious requirements.
- Avoid assumptions about participants based on nationality, culture or background.

## 7. Safe and respectful environment

All participants will be expected to contribute to a respectful environment. We will establish and communicate a clear **Code of Conduct** covering expected behaviour, harassment, discrimination, bullying and other inappropriate conduct.

Participants will have a clear and confidential way to raise concerns or report incidents.
Event staff will be briefed on:

- The Code of Conduct;
- Safeguarding and reporting procedures;
- Responding to concerns;
- Supporting participants who may be vulnerable or distressed; and
- Escalating serious incidents appropriately.

Concerns will be taken seriously and addressed promptly and fairly.

## 8. Inclusive event design

We will consider diversity, equity and inclusion when designing the programme and participant experience. This will include:

- Providing a balance of plenary, small-group and informal formats.
- Building sufficient time for interpretation and reflection into sessions.
- Avoiding overly long or information-heavy sessions.
- Creating structured opportunities for networking so that participation does not depend solely on existing relationships.
- Providing quiet or private spaces where appropriate.
- Considering religious observance and other cultural commitments when scheduling.
- Making event information available sufficiently early for participants to plan effectively.

## 9. Accountability and learning

The Event Director will have overall accountability for implementing this policy, supported by a designated **DEI Lead**.

DEI considerations will be incorporated into programme design, speaker selection, registration, venue planning, communications, catering and delegate support.
Following the event, we will seek feedback on participants' experiences of inclusion and belonging, including specific feedback on:

- Language accessibility;
- Representation and participation;
- Physical and digital accessibility;
- Financial barriers;
- Cultural inclusion; and
- The overall sense of belonging and safety.

We will use this learning to improve future EWB International events.

## Our ambition

**Everyone attending Kathmandu 2027 should feel that they belong, that their perspective matters and that they have a genuine opportunity to contribute.**

We will measure the success of our inclusion approach not simply by who is present, but by **whose voices are heard, whose perspectives influence the conversation and whether participants experience the event as genuinely inclusive and equitable.**