Declaration for Diversity and Inclusion in Switzerland

Switzerland – a country of diversity

To all those who help shape our society

Switzerland is and always has been a place of diversity. A country of multilingualism and different confessions, a country of immigration and federalism, of direct democracy and freedom of speech.

To follow this path of diversity, equal opportunities and inclusion successfully, we are committed to human rights, in the present as well as in the future. Integrating the findings of research and practice regarding diversity, equality and inclusion is entirely in this spirit.

In order for Switzerland to continue to develop towards a place where all individuals can freely develop their personal potential in social, cultural, political and economic terms and participate in state and social life, the diversity of society must be recognized, fostered, shaped, protected and preserved.

The focus is on the internationally recognized core dimensions of diversity and inclusion, and Switzerland still has potential for development in all dimensions:
• gender
• sexual orientation and gender identity
• age
• ethnic origin, nationality and skin color
• religion and ideology
• disability
• social origin

We are committed to a broad-based discourse of society, business, politics, religions, sports and culture, which addresses the challenges, opportunities and resources of diversity and shapes the path to the future in a cooperative, inclusive coexistence – a path of equal opportunities, diversity and inclusion.

The persons named below personally stand with their name for the recognition and promotion of the diversity of Swiss society and the elimination of discrimination, so that equal opportunities apply to everyone and diversity and inclusion are actively lived in Switzerland.

The people signing the agreement commit themselves to carry this discourse out into our society. We at the Swiss Diversity Think Tank are convinced that equal opportunities, diversity and inclusion have a positive impact on our society in Switzerland.

Bern, 21. March 2022