

Nancy, March 14, 2025



Charte

D'ENGAGEMENT LGBT+
DE L'ENSEIGNEMENT SUPÉRIEUR

Inclusion

ICN Business School Signs the Charter of Commitment for LGBT+ Inclusion in Higher Education and Commits to an Inclusive Environment

On Thursday, March 13, 2025, ICN Business School took a major step in its commitment to diversity and inclusion by signing the charter of commitment for LGBT+ inclusion in higher education, led by L'Autre Cercle in partnership with Caélif* and FAGE**. With this signature, the school reaffirms its dedication to ensuring a caring and inclusive environment for its entire community—students, faculty, and administrative staff—regardless of their sexual orientation or gender identity.

Launched in 2022, the charter of commitment for LGBT+ inclusion in higher education supports higher education institutions and defines four key pillars to strengthen their commitment:

1. Creating an inclusive environment for all students and staff
2. Ensuring equal rights and treatment, regardless of sexual orientation or gender identity
3. Supporting individuals who are victims of discrimination or LGBTphobic acts
4. Measuring progress and sharing best practices to continuously improve inclusion policies

Discrimination against LGBT+ individuals remains a concerning reality in higher education. According to the 2020 Caélif Barometer, one in three LGBT+ students has witnessed acts or statements of LGBTphobia in their institution, and the average perception of how open schools and universities are to LGBT+ people is only 5.3 out of 10.

By signing this charter, ICN Business School is committed to changing this reality and contributing to a more inclusive higher education system that respects everyone's rights. More broadly, the school aims to train future professionals who are empathetic and attentive, capable of building a more inclusive workplace.

A Rigorous Process and Concrete Actions

Adhering to this charter is preceded by an in-depth evaluation process and compliance with the standards set by L'Autre Cercle. ICN has implemented several actions to ensure an inclusive environment, including awareness and training sessions for faculty, administrative staff, and students on diversity and inclusion, the establishment of a system for reporting and addressing discrimination, the adoption of HR measures guaranteeing data confidentiality, the recognition of preferred names for transgender individuals, and the integration of a diversity component into the internal regulations. Additionally, the school has appointed a sponsor within its management team.

A Long-Term Commitment

Signing the charter is only the first step. ICN Business School is committed to continuously improving inclusion and the well-being of its students and staff. Initiatives planned for the coming months include training employees to lead the "Diversity Fresco" workshops and organizing specific workshops on the inclusion of LGBT+ individuals in the workplace. Progress will be assessed every three years to evaluate improvements and renew the charter's signature.

The charter of commitment for LGBT+ inclusion in higher education by L'Autre Cercle, in partnership with Caélif and FAGE, is supported by the French Ministry of Higher Education and Research and the Student Observatory on Sexual and Gender-Based Violence in Higher Education.

**Caélif is the collective of LGBT+ student associations in Île-de-France, working towards the inclusion of LGBT+ students in higher education.*

***FAGE (Fédération des Associations Générales Étudiantes) is France's largest student organization.*

COMMUNIQUÉ DE PRESSE



"Higher education institutions play a crucial role in changing mindsets. We are places of knowledge, of history and transmission, and therefore of the future. The fight against discrimination based on sexual orientation and gender identity is not over. Many believe that in 2025, things are much better. But this 'better' is precisely the issue—we must remain vigilant about integration, both in schools and in the workplace. The charter of commitment for LGBT+ inclusion in higher education by L'Autre Cercle provides an excellent framework, not as a dogma but as inspiration. It encourages us to better understand societal norms, to stay informed, and to support the evolution of academic and professional environments into truly inclusive spaces."

— **Hervé GAUDIN**, Deputy Director of Marketing and Communication, and sponsor of the Higher Education LGBT+ Charter at ICN Business School



"Higher education institutions must be a place of refuge, proactively encouraging every student to be themselves, regardless of their sexual orientation or gender identity. They must be spaces of openness, free from hate, where students can flourish, build meaningful social connections, and prepare to become competent, responsible, and compassionate professionals of tomorrow." — **Charles-François PERRONE**, Coordinator of the charter of commitment for LGBT+ inclusion in higher education for L'Autre Cercle

A PROPOS D'ICN BUSINESS SCHOOL :

Triple-accredited by AACSB, AMBA, and EQUIS, and a member of CDEFM within the Conférence des Grandes Écoles, ICN Business School trains students and executives to drive innovation in businesses through creativity. The school implements its #ArtTechnologyManagement pedagogy across its three campuses.

The ICN community is guided by three fundamental values: openness, commitment, and teamwork. ICN Business School at a glance:

- 3,500 students, 38% of whom are international
- 89 permanent professors and 27 affiliated faculty members
- 3 campuses: Nancy, Paris La Défense (France), and Berlin (Germany)
- 10 international representative offices in China, Russia, Senegal, India, North Africa, Sub-Saharan Africa, Latin America, Taiwan, Vietnam, and the Middle East
- Nearly 130 partner universities worldwide
- 30 student associations
- 150 corporate partners
- 25,000 graduates

Founded in 1905 within the university, ICN became an independent private business school in 2003. It is a state-recognized private higher education institution (EESPIG), offering degrees at the bachelor's (Bac+3) and master's (Bac+5) levels.

A PROPOS DE L'AUTRE CERCLE

Non-profit created in 1997, L'Autre Cercle is the French leading inclusion advocate of LGBT+ people at work and in the Higher Education sector. Its values are respect, humanism, independence, commitment and pragmatism. Its goals are a fulfilling professional and academic environment that is respectful of people in all their diversity, regardless of their sexual orientation or gender identity. Throughout the delivery of events, programs, thought leadership and advisory services, L'Autre Cercle helps businesses drive cultural change and create inclusive work environments. In 2013, L'Autre Cercle launched the LGBT+ Commitment Charter which has now been signed by more than 280 employers in the public and private sectors encompassing around 2 million employees. Its federal offices are located in Paris with outposts all over France.

In the Higher Education sector, more than 10 academic institutions, with their students, teachers and employees, have already signed up to the Charter of Commitment for LGBT+ Inclusion in Higher Education.

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