

'Under the sky, under the heavens there is but one family!' - Bruce Lee

Diversity & Inclusion

We are proud that Absolute Internship has been a beacon of social mobility, creating memorable life-changing experiences and above all, crafting the next generation to change the world for the better from day 1 back in 2009. We've worked with countless organizations, universities and students from all over the world, of numerous ethnical and socioeconomic backgrounds and identities, and have paved the way for true sustainable change and social inclusion.

At Absolute Internship, it's in our core and heart to commit to being at the forefront of important global social movements and want to promote the celebration of diversity, such as our commitment to supporting the [AAPI](#) and [LGBTQ+](#) communities, as well as empowering the next generation of [female leaders](#), among others.

Our Ethos:

We believe that Diversity, Equity and Inclusion are key to a better world.

We are committed to creating an inclusive company culture through our global products, one that enables all people to do their best work, be themselves and be proud of themselves where cultural, ethnical and all sorts of differences are valued.

We believe success for the world -and for us- depends on every one of our team members, and the ways in which we differ are among our greatest sources of strength. With team members from 12 different countries, speaking more than 20+ languages together, multiple different races, beliefs and sexual orientation, inclusion is a core value for us. No matter our differences, people feel involved, respected and connected in our community.

How We're Doing It

- Offering ongoing and developing DEI awareness training for our team members and students alike;
- Facilitating inclusive student experiences through pre-departure and on-site arrival orientations (as well as remotely), emphasizing cross-cultural understanding and global awareness (this is important for us as we regularly welcome students of 50+ different nationalities each year!);

- Creating work-based learning opportunities for students to learn about different cultures and languages;
- Providing resources and support to students so they can feel the greatest level of comfortability in reporting concerns and seeking appropriate assistance.

Community & Giving Back

Sustainability is not just about recycling and offsetting carbon footprint. We consider it our responsibility to do what's in our hands for our global community. We partner with grassroots organisations that have a direct impact in the areas of education, poverty reduction, environmental justice and community development.

How We're Doing It

- We have a (strict and fun!) office recycling system that has been in place since 2017;
- No plastic or paper mugs. All team members are encouraged to use the glasses and mugs provided at the office;
- We encourage ethical diet practice and we're proud that 90% of our team members are vegetarians! In other words, no pepperoni pizza when we celebrate;
- We encourage team members to take advantage of public transportation, cycling or walking to the office to combat pollution. We're proud that 70% of our team members walk or cycle to the office and 30% take the metro or bus to the office;
- We organize regular team volunteering efforts to make Barcelona a little more clean and brighter for future generations;
- We donated €100 per student we hosted to the Global Fund for Children in an effort to help children in poverty to gain access to education.

Where We're Headed

- We do regular team volunteering efforts to make Barcelona a little more clean and brighter for future generations;
- We, and our team members visit local non-profit organizations that focus on sustainability;
- We only source locally produced products for our Absolute giveaways to students;
- We organize and facilitate a volunteering day per month throughout all our programs by partnering with grassroots organizations focused on sustainability;

- We educate our students about sustainability through all our products;
- We support sustainable tourism locations, hotels, restaurants, activities;
- We encourage students and universities to consider our Remote Internship Program whenever possible to reduce the amount of carbon emissions;
- We encourage employers to welcome remote interns whenever possible to reduce the amount of carbon emissions.

We know we can't do everything to create a world with higher tolerance of diversity, equity, inclusion and a much more sustainable world.

But, we know we can do something. That is something that we are committed to doing.

Take the journey with us. You'll enjoy the ride.

Aurélie and Fredrik

Co-Founders of Absolute Internship