

Gender Equality Commitment VAK Architects

VAK Architects is a creative architectural design and research practice founded by Sven Verbruggen. The office collaborates with a diverse team of independent professionals including:

Aaron Schuerman, Margaux Selleslagh, Sebastiaan Van Drie, Abhinav Bhardwaj, and David Andres Léon.

Although VAK is a small enterprise, we are fully committed to promoting gender equality, diversity, and inclusiveness in all aspects of our operations and project collaborations.

1. COMMITMENT TO EQUALITY AND INCLUSION

VAK Architects upholds the principle of equal opportunity regardless of gender, ethnicity, age, or background. We aim to provide a respectful and inclusive working environment for all collaborators, partners, and clients. We actively avoid any form of discrimination in recruitment, project assignments, remuneration, or decision-making.

2. WORKPLACE PRACTICES AND CULTURE

- Equal pay for equal work, independent of gender or status (staff or freelancer).
- Gender-neutral language in all communication and recruitment materials.
- Flexible work arrangements to support work–life balance.
- Zero-tolerance policy towards harassment, bullying, or discrimination.
- Equal opportunity for participation in design discussions, decision-making, and public representation.

3. MONITORING AND AWARENESS

Given the small scale of the practice, VAK Architects maintains a simple annual review of team composition to ensure balanced participation and fair treatment. The firm supports ongoing learning and awareness, including engagement with consortium-level gender equality or diversity initiatives within EU research and innovation projects.

4. RESPONSIBILITY

Founder Sven Verbruggen oversees the implementation of gender equality principles within the practice. He ensures that all members and collaborators are aware of these commitments and that any concern can be addressed confidentially and constructively.

Memo prepared by:

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