

SCANZ Diversity and Inclusion Policy

This Diversity and Inclusion Policy sets out our commitment to diversity and inclusion in our programs and activities; how we will achieve those objectives; and how we will measure those achievements.

It details the strategies we will use to ensure we value and respect the diversity of our members and the communities in which we operate, and what we will do to create programs and events that are fair, accessible, flexible, inclusive and in which discrimination, bullying, harassment or victimisation are not tolerated.

SCANZ aims to:

- improve our ability to attract, develop and retain a diverse membership;
- make equity, diversity and inclusion a central part of how our organisation and members work, and of our programs and events;
- support and empower our members to be able to do their best and bring their whole selves to our organisation;
- support and empower a diversity of our members to participate fully in our events and programs;
- lead by example, so that our members and other organisations within our sector can see the tangible benefits of diversity and inclusion.

Diversity

Diversity refers to all the characteristics that make individuals different from each other. It includes characteristics such as age, caring responsibilities, cultural diversity, disability, gender, indigeneity, sexual orientation and gender identity, and religion.

Diversity is about our commitment to creating an organisation that reflects our membership, and inclusion is about our commitment to equality and treating all individuals – our members, stakeholders and the communities in which we operate - with fairness and respect.

Inclusion

Inclusion refers to the act of creating environments, events and programs in which any individual or group feels welcomed, respected and valued to fully participate and contribute. Inclusive environments, events and programs incorporate new and different ways of thinking, interacting and working so that all individuals, whether members of majority or minority groups, are able to contribute.

Inclusion occurs when the diverse mix of people in our membership, programs, and at our events, experience:

- Feeling valued and respected
- Having a sense of belonging and connection
- Being able to access opportunities and resources
- Being able to contribute their perspectives and talents

Why is it important?

We recognise that inclusion and diversity play a key role in enabling us to achieve the object of the Society. Our efforts to create diverse and inclusive membership, programs and events:

- Enable us to attract and retain members with the best skills and attributes
- Leverage a diversity of perspectives to foster collaboration, creativity and innovation

- Improve diversity and inclusion throughout wider STEM events, professions and workplaces.

How will we deliver diversity and inclusion?

In order to realise the benefits of diversity and inclusion we will take an approach of accountability and transparency. We commit to:

- Ensuring that Diversity and Inclusion is a consideration in all Council and Executive decisions, and is a standing agenda item at Council and Business meetings.
- Require a statement addressing Diversity and Inclusion to be presented with any request for SCANZ support.

Additionally SCANZ will:

- Invite a diversity of speakers, presenters and facilitators to appear at our events (see the SCANZ Conference Policies)
- Encourage our members to accept invitations to speak only at events in which there is gender balance and a diversity of voices on the program
- Create opportunities and proactively call for applications from under-served members of the community to participate in our programs and events
- Encourage diverse candidates to apply for membership, committee, council and executive positions.
- Target a gender and geographically balanced SCANZ Council, facilitated by the Nominations Committee.
- Encourage and support other STEM sector organisations to adopt and apply equity, diversity and inclusion guidelines and policies.
- Establish a code of conduct for SCANZ events.

How will SCANZ measure its own diversity and inclusion?

SCANZ will do the following things to measure its diversity and inclusion:

- Report to the membership at each Business Meeting against progress towards our equity, diversity and inclusion goals as outlined above
- Record and publish diversity and inclusion statistics through our website about each event held by SCANZ