

Diversity and Inclusion Policy 2019-2022

This Diversity and Inclusion Policy sets out SETAC-AU's 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 that of 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 unlawful discrimination, bullying, harassment or victimisation are not tolerated.

Our objectives are to:

- be an organisation of choice for a diversity of people and improve our ability to attract, develop and retain a diverse membership;
- make equity, diversity and inclusion a central part of how our organisation works, and of our programs and events;
- support and empower our members to be able to do their best and bring their whole selves to the organisation;
- support and empower a diversity of environmental professionals to participate fully in our events and programs;
- ensure that all members have equal access to opportunities available, and are equitably rewarded and recognised for their contributions; and
- lead by example, so that our members and other organisations within our sector can see the tangible benefits of workplace diversity and inclusion.

Diversity

The term diversity, when referenced in this policy, 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.

Inclusion

Inclusion refers to the act of creating workplace 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 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

Recognising diversity and inclusion will allow SETAC-AU to satisfy obligations under the Australian Human Rights Commission Act 1986, Age Discrimination Act, Sex Discrimination Act, Racial Discrimination Act, Racial Hatred Act, Disability Discrimination Act, Workplace Gender Equality Act, Fair Work Act, Work Health and Safety Act 2011, and other relevant anti-discrimination laws.

How will we deliver diversity and inclusion?

Our work towards realising the benefits of diversity and inclusion through this strategy will include a range of priority actions. We will:

- Invite a diversity of speakers, presenters and facilitators to appear at our events
- Create opportunities and proactively call for applications from under-served members of the STEM community to participate in our programs and events
- Incorporate Welcome to Country ceremonies into events where possible and meaningful Acknowledgement of Country where not possible
- Encourage diverse candidates to apply for SETAC-AU committee and board opportunities
- Work towards a target of a 50:50 gender balance on the SETAC-AU Council by 2022
- Encourage and support SETAC-AU members to adopt and apply equity, diversity and inclusion guidelines and policies.

Who does this policy apply to?

- The SETAC-AU Council
- All members of our organisation
- Speakers and facilitators who appear at SETAC-AU events and programs
- Participants in SETAC-AU events and programs (while at the event/on the program)

Violation of this policy

Complaints, reports of violation, or feedback on this policy should be raised directly to the SETAC-AU President. If the complainant feels unable to raise an issue with the SETAC-AU President, they should approach a member of the Executive Committee.

Where this policy is violated, the President will defer to the Executive Committee immediately, working with them to identify swift and appropriate action.

Review of this policy

This policy will be formally reviewed in 2022 by the SETAC-AU Executive Committee and any revisions presented to the membership at the next General Meeting. Reviews may also occur as needed when opportunities arise to enhance or improve the policy.

Acknowledgement

This document was produced based on a template from Science and Technology Australia (STA), of whom SETAC-AU is a proud member.