



Purpose and Scope

This policy sets out our commitment to diversity and inclusion, how we deliver on this commitment in practice and how we measure our performance. The Academy's Board is responsible for ensuring that this policy is correctly implemented.

The Australian Academy of Health and Medical Sciences is committed to promoting diversity and inclusion in all we do. Diversity is essential to delivering excellence in health and medical sciences (and across all STEM disciplines). Embracing diversity across our workplace, membership, programs and activities will ensure that we maximise the performance of our organisation. We also see ourselves as a key leader in setting the right tone and culture for health and medical sciences in Australia and we take this responsibility seriously.

Throughout our activities, we aim to ensure that we reflect the full diversity of the community in which we work. Everyone working for the Academy or associated with the Academy has a responsibility to promote these principles in day-to-day activities, including:

- The Academy's Board, Council, Sub-Committees, Selection Committees and staff (including casual staff and contract workers).
- All Fellows and Associate Members (mentees).
- Speakers, chairs, organisers, facilitators and participants in our events and programs. This policy should be read in conjunction with the following:

Definitions

Term	Definition
Diversity	When we refer to <i>diversity</i> , we mean the characteristics that make individuals different from one another, which may include gender, gender identity, age, sexual orientation, ethnicity, Indigeneity, disability, marital status, religion or belief, pregnancy and maternity or those with caring responsibilities.
Inclusion	By <i>inclusion</i> , we mean that across our workplace, events, programs and activities, all individuals should feel welcome, respected and able to participate.

DIVERSITY AND INCLUSION POLICY

Exclusions

Nil.

Provisions

1. How we will delivery our commitment to diversity and inclusion

1.1. We will deliver our commitment to diversity and inclusion by creating and maintaining a culture within the Academy, as a workplace and as a Fellowship/membership, that encourages and promotes diversity and inclusion. We will do so across our activities, as set out below. We will also include within our organisations strategy specific reference to diversity and inclusion within our objectives, including relating to Indigenous researchers and those working on Indigenous health and wellbeing.

1.2. Within the Fellowship, we will:

- 1.2.1. Promote diversity and inclusion within the Fellowship election, through the use of targeted policies and practices where necessary.
- 1.2.2. Promote diversity and inclusion in our governance arrangements by maintaining 50/50 gender balance on our Board and Council.
- 1.2.3. Review the membership of all sub-committees annually to identify actions to improve diversity and inclusion so that they better represent the health and medical science workforce.
- 1.2.4. Ask Fellows invited to speak at events on behalf of the Academy to decline invitations where the program does not include appropriate gender balance and a diversity of contributors.
- 1.2.5. Provide adequate opportunities for Indigenous participation in Council (whether through membership, advice or engagement, as appropriate).

1.3. Across our programs, activities and events, we will:

- 1.3.1. Ensure that any selection associated with our programs, for example our mentorship program, is based on merit, irrespective of any other factor (see Definitions).
- 1.3.2. Invite a diversity of speakers, facilitators and contributors to our events.
- 1.3.3. Incorporate Welcome to Country ceremonies into our events and meetings wherever possible, or if not, then include a sincere and meaningful Acknowledgement of Country.

1.4. In communicating our work, we will:

- 1.4.1. Promote a diversity of voices across our communications activities, for example putting forward equal numbers of men and women as spokespeople for the Academy.
- 1.4.2. Ensure that the presentation of our organisation online reflects the diversity of the health and medical sciences workforce in Australia, including through our website and on social media.

1.5. As an employer, we will:

- 1.5.1. Ensure that all employees and potential employees at all levels are treated fairly and with respect at all stages of their employment, and ensuring that selection for employment, promotion, training or any other opportunity is determined based on ability, irrespective of other factors (see Definitions).
- 1.5.2. Provide flexible working arrangements where possible.

DIVERSITY AND INCLUSION POLICY

2. How we will monitor and evaluate our performance

- 2.1. The Academy's Board, through the CEO, will report annually to Council regarding our performance against this policy – including statistics relating to selection of Fellows and Associate Members, membership of our committees, speakers at our events and our workforce (including recruitment). Where we do not have these data, we will explore the feasibility of collecting it.
- 2.2. We will publish information on how we are delivering this policy publicly wherever possible.

3. Raising concerns

- 3.1. Employees, Fellows, Associate Members or others who feel that they have been subject to discrimination should contact the CEO in the first instance, or if this is not appropriate, then the Academy's President (Chair of the Board).