

STA Diversity and Inclusion Policy

2018-2020

This Diversity and Inclusion Policy sets out our commitment to diversity and inclusion in our workplace, 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 employees and that of the communities in which we operate, and what we will do to create a workplace, 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 employer of choice for a diversity of people and improve our ability to attract, develop and retain a diverse workforce;
- make equity, diversity and inclusion a central part of how our organisation and employees work, and of our programs and events;
- support and empower our employees to be able to do their best and bring their whole selves to the workplace;
- support and empower a diversity of STEM sector professionals to participate fully in our events and programs;
- ensure that all employees have equal access to opportunities available at work 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.

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

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 workplace 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 workforce, 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?

Our organisation practices diversity and inclusion because it makes good sense. Our mission is to bring together all scientists and technologists with governments, industry and the broader community to advance the role, reputation and impact of science and technology across the nation.

We recognise that inclusion and diversity play a key role in enabling us to achieve this mission. Our efforts to create a diverse and inclusive workplace, programs and events:

- Enable us to attract and retain people with the best skills and attributes
- Leverage a diversity of perspectives to foster collaboration, creativity and innovation
- Improve performance through boosting employee job satisfaction, commitment, and engagement
- Reduce costs associated with absenteeism, turnover, complaints, and loss of staff morale and productivity

Diversity and inclusion are also embedded within our strategic goals, as we strive to be a leading voice for all organisations and people in science and technology in Australia; serve as a key connector for scientists, politics, industry and the media; effectively championing science and technology workforce diversity; and achieve operational excellence.

An inclusive culture within our organisation, and across our programs and events, will assist STA to achieve each of these goals faster and more effectively.

It will also allow STA to meet its 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
- Request that STA staff and executive accept invitations to speak on behalf of STA 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 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 STA jobs, and committee and board opportunities
- Review the extent to which STA's staff, Board and committees are supported and encouraged to participate fully
- Hold regular training for senior staff and members of the Board to identify actions senior staff and Board members can take to improve inclusion and minimise unconscious bias in decision making
- Work towards a target of a 50:50 gender balance on the STA Board by 2020
- Encourage and support STA members and other STEM sector organisations to adopt and apply equity, diversity and inclusion guidelines and policies; and
- Catalyse positive conversations about the adoption of workplace flexibility in the STEM sector
- Create a Reconciliation Action Plan
- Maintain active and involved membership of Diversity Council Australia

Who does this policy apply to?

This policy applies to:

- The STA Board and Executive when acting on behalf of STA
- All current and prospective employees of our organisation (including fulltime, part time, casual, fixed term, consultants, volunteers, temporary and contract workers)
- Speakers and facilitators who appear at STA events and programs
- Participants in STA events and programs (while at the event/on the program)

Although the Board retains ultimate accountability for this Policy, the Board has delegated responsibility for Policy implementation to the CEO.

How will STA measure its own diversity and inclusion?

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

- Report annually to the Board against progress towards our equity, diversity and inclusion goals as outlined above
- Report in a timely fashion to the Executive Committee and/or Board on any complaints regarding equity, diversity and inclusion

Violation of this policy

Complaints, reports of violation, or feedback on this policy should be raised directly to the CEO. If the complainant feels unable to raise an issue with the CEO, they should approach the President.

Where this policy is violated, the CEO will defer to the Executive team immediately, working with them to identify swift and appropriate action. This will be done in accordance with our complaints process, outlined at Appendix A.

Review of this policy

This policy will be formally reviewed in 2020 by the CEO and any revisions presented to the Executive Committee and/or Board.

Reviews may also occur as needed when opportunities arise to enhance or improve the policy.

Our organisation commits to the communication of this Policy internally, to our members and external stakeholders via our website, and when working with members, their representatives, and external stakeholders to convene and deliver events and programs.