

Diversity and Inclusion Policy

This Diversity and Inclusion Policy sets out Science & Technology Australia's (STA's) commitment to diversity and inclusion in our workplace, programs and activities; how we achieve our objectives; and how we measure achievements.

It details our strategies to value the diversity of our employees and the communities in which we operate. It documents how we create a workplace, programs and events that cater to diverse audiences and are fair, equitable, accessible, flexible, inclusive and in which unlawful discrimination, bullying, harassment or victimisation are not tolerated.

STA's 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;
- demonstrate active allyship and make equity, diversity and inclusion a central part of how our organisation and employees work, and 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 all employees have equitable access to opportunities at work to participate fully and are equitably rewarded and recognised for their contributions; and
- lead by example, so that our members and other organisations in our sector can see the tangible benefits of workplace diversity and inclusion.

Diversity

Diversity refers to all the characteristics that make individuals different from each other. It includes characteristics such as sex, gender identity or expression, sexuality, race, ethnicity, national origin, religion, age, caring responsibilities, relationship status, veteran status, age, physical appearance, neurodiversity or dis/ability.

Embracing diversity is about our commitment to creating a workforce that reflects the diversity of the communities we serve. Inclusion is about our commitment to equity and treating all individuals – our Board members, employees, contractors, members, stakeholders, volunteers 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, valued and able to fully participate and contribute as their authentic self.

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 workplace should represent the diversity of the STEM community we represent and the world in which we live.

Our mission is to bring together scientists and technologists with governments, industry and the broader community to advance the role, reputation and impact of science and technology across the nation.

Diversity and inclusion are key 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, support commitment, and engagement.
- reduce costs associated with absenteeism, turnover, complaints, and loss of staff morale and productivity.

Diversity and inclusion are embedded in 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 in our organisation, and across our programs and events, will assist STA to achieve each of these goals faster and more effectively.

It also enables 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 priority actions to achieve this include:

- extend invitations to ensure a diversity of speakers, presenters and facilitators appear at our events.
- request STA staff and executive prioritise accepting invitations to speak on behalf of STA at events in which there is gender balance and a diversity of voices on the program, and where appropriate, decline invitations to events that do not meet this standard. Exceptions may be made where STA determines that its participation is necessary for strategic, operational, or representational reasons.
- create opportunities and proactively call for applications from under-served members of the STEM community to participate in our programs and events.
- under our [Acknowledgement of Country policy](#), incorporate Welcome to Country at major events and Acknowledgement of Country at meetings.
- 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 they can take to improve diversity and inclusion.
- offer scholarships to STEM professionals from marginalised groups to attend STA initiatives (e.g. Science Meets Parliament).
- maintain gender balance on the STA Board.
- encourage and support STA members and other STEM sector organisations to adopt and apply equity, diversity and inclusion guidelines and policies.
- catalyse positive conversations about the adoption of workplace flexibility in the STEM sector.
- continue to fulfil our Reconciliation Action Plan commitments.
- 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).

How will STA measure its own diversity and inclusion?

- Report to the Board progress towards our equity, diversity and inclusion goals.
- Report in a timely fashion to the Board on any complaints on equity, diversity and inclusion including discrimination or harassment covered in the other STA policies.

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 (refer to the STA complaints policy).

While the policy outlines a report is to be made in writing in the first instance, this may not be the preferred form of communication for all people and support prior to commencing the reporting process and/or gather the evidence may be preferable. In this instance, the individual should notify the CEO for confidential assistance via method they feel most comfortable (i.e. via writing, verbal in person or on phone) in the first instance, to prepare the report with evidence for submission as above.

Review of this policy

This policy will be reviewed biennially. Reviews may also occur as needed when opportunities arise to enhance or improve the policy.

| Version | Date Issued | Authorised by | Review Date |
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