



DIVERSITY AND INCLUSION COMMITTEE

POLICY 2020

Title:	<i>ACADEMY DIVERSITY AND INCLUSION POLICY</i>
Policy No:	<i>POL GOV 005 REV 2</i>
Approval Body:	<i>Board February 2020</i>
Review date:	<i>February 2022</i>
Review Body	<i>Diversity and Inclusion Committee</i>
Administrator:	<i>CEO</i>
Primary Author:	<i>VP Diversity and Inclusion Committee</i>

The Academy's Diversity and Inclusion Commitment

The Academy of Technology and Engineering commits to more direct diversity and inclusion action and outcomes. The Academy, as a STEM- underpinned organisation, will be more impactful and successful if it fully embraces diversity and inclusion in all of its activities.

A concerted national effort is required to overcome the cultural, institutional and organisational factors that limit diversity and inclusion.^{1,2} To address this, we are expanding our policy framework making diversity and inclusion core business with our own strategic priorities, rather than a special initiative within the Academy.

The Academy particularly recognises the significant role it has to play in increasing the opportunities for girls and women in STEM education and as they pursue careers in STEM-underpinned organisations. We also need to ensure that the Academy's structures reflect the diversity and inclusive practices that we want to promote in the Australian STEM workforce.

In promoting diversity and inclusion in STEM, our first priority will be to address the imbalance in gender in STEM. The Academy's future diversity priorities include age, indigenous Australians and ethnicity in STEM.

The Academy's Diversity and Inclusion Policy Principles

The Academy calls for enhanced technology innovation and productivity in the STEM industry sector driven by a culture of diversity, inclusiveness and social cohesion. The Academy has utilised a progression framework that recognises we have already embarked on gender equity actions. The key principles which underpin our approach to diversity and inclusion are:

a) Governance and leadership

The Board is responsible for leading policies and actions that reflect gender equity and diversity and promoting inclusion. Women should constitute 50 per cent membership of Board, Assembly, Division Committees and Forum leadership groups.

b) Membership

The Academy will ensure a broader range of perspectives in its internal matters, policy development and strategic management by enhancing the numbers and participation of women. We will also provide broader perspectives through policies on age, ethnicity and indigenous reconciliation.

Women should constitute 50 per cent of all new Fellows elected to the Academy by 2025.

c) Prizes, awards, meetings, events

In recognising excellence in STEM and in providing forums for technology awareness and public debate, Academy awards, meetings and events will reflect gender diversity and promote inclusion.

d) Education pipelines, training and accreditation

The Academy will support programs that promote diversity and inclusion across schools, university and industry.

e) Communications, marketing, outreach and engagement

¹ *The Case for Gender Equality, The Global Gender Gap Index 2015*, World Economic Forum

² *Diversity and inclusion: The reality gap*, 2017 Deloitte Global Human Capital Trends

The Academy will promote the achievement of women in STEM.

f) *Employment*

The Academy's recruitment and selection processes at all levels will be appropriately structured so that a diverse range of candidates is actively considered.

g) *Monitoring and measuring*

The Academy will be accountable for its performance on gender equity and diversity by publicly reporting on our performance statistics on a regular basis.

Authority and Delegations

It is the responsibility of the Board of Directors, Vice President Diversity and the Chief Executive Officer (CEO) to ensure the implementation of this policy.

Progress on the implementation of the strategic initiatives of this policy will be reported quarterly to the Board by the Diversity and Inclusion Committee.

This Policy will be reviewed no later than every two years by the Diversity and Inclusion Committee.

Implementation

This policy will be implemented by the Diversity and Inclusion Action Plan.