

DIVERSITY AND INCLUSION POLICY

AIIA (ACT) acknowledges and pays respect to the Ngunnawal and Ngambri peoples, the Traditional Owners of the lands on which the AIIA office is located and where events are held.

Principles

AIIA (ACT)'s mission is to help Australians know, understand and engage more in international affairs. Recognising and reflecting diversity in all its forms is an important part of ensuring that we have a rich environment to contribute a broad range of views, perspectives and experiences in a globalised world.

AIIA (ACT) is committed to showing leadership in diversity and inclusion across all its activities. This policy is intended to provide a framework for the branch to encourage diversity and inclusion in membership, council representation, employment practice and events program.

Definitions

Diversity relates to sex, gender, age, culturally and linguistically diverse (CALD) background, disability, sexual orientation, intersex status, religious belief, educational level, professional skills, work experience, socio-economic background, and other factors that make each individual unique.

Inclusion refers to ensuring all who engage and interact with AIIA (ACT) enjoy equal opportunity to engage with the branch without any barrier owing to their difference.

AIIA (ACT) takes an intersectional approach to diversity and recognises that people may identify with multiple diversity groups. An intersectional perspective means there is awareness that a variety of forms of discrimination can have a compounding effect on the individual.

Policy Outline

AIIA (ACT) will endeavour to implement a diversity and inclusion policy that contains the following elements:

1. Diversity of membership

means of achieving: broaden communication channels to promote AIIA (ACT) to diversity target groups.

2. **Diversity of speaker program**

means of achieving: identify and invite a broad and diverse range of speakers, panellists and moderators to present at branch events.¹

3. **Community outreach**

means of achieving: engage with cultural organisations and communities in the ACT to encourage and promote diversity of membership and speakers.

4. **Diversity and inclusion awareness**

means of achieving: identify barriers and provide education on diversity and inclusion. Pursue opportunities to raise awareness among AIIA (ACT) members of the benefits of diversity and inclusion.

5. **Learning from other organisations**

means of achieving: strive to align with diversity and inclusion policies of Australian not-for-profit and community-driven organisations. Contribute to formulation of a national AIIA diversity and inclusion policy based on the existing DFAT model².

AIIA (ACT) recognises that in Australia, views about gender and diversity can differ between cultural communities. This does not alter our commitment to reflect and project Australia's diverse and inclusive society through our structures, membership, recruitment and program.

Reference Materials

Australian Human Rights Commission - <https://humanrights.gov.au/corporate-info>

Diversity Council of Australia - <https://www.dca.org.au/di-planning/getting-started-di/diversity-inclusion-explained#:~:text=Inclusion%20in%20a%20workplace%20is,talents%20to%20the%20workplace%3B%20and>

Law Council of Australia - <https://www.lawcouncil.asn.au/policy-agenda/advancing-the-profession/equal-opportunities-in-the-law/diversity-policy>

¹ One possible pathway would be to seek suggestions on guest speakers from Chief Executive Women. The Panel Pledge also provides useful tips for diversifying speaker pools for events.

² See 'Diversity and Inclusion', Australian Government Department of Foreign Affairs and Trade (<https://www.dfat.gov.au/careers/dfat-aps-careers/diversity-and-inclusion>).