

Policy

ATSE

Equity, Diversity and Inclusion Policy

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Amendment History

Version	Date	Author	Description
0.0	1/02/2020		Extant Diversity and Inclusion Policy
1.0	07/03/2024	Emma Wensing, D&I Manager	Exposure draft for D&I Committee
1.1	09/05/2024	Emma Wensing, D&I Manager	Second Draft for D&I Committee, incorporating Secretariat review and staff consultation
1.2	08/08/2024	Emma Wensing, D&I Manager	Third Draft for D&I Committee, incorporating Secretariat Leadership Review
1.3	15/08/2024	Emma Wensing, D&I Manager	Fourth draft incorporating minor Committee amendments approved out of session by EDI Committee (15/8/24)

Introduction

The Australian Academy of Technological Sciences and Engineering (ATSE) is guided by its values, which are the foundation of how we behave and interact with each other – the Secretariat, the Board, our Fellows, program participants and all internal and external partners, collaborators, and stakeholders. Together our values reflect the priorities of the organisation and provide guidance and a framework in our decision making.

ATSE's policies have been developed to align with our values and ensure we observe the highest standards of conduct and ethical behaviour in all our business activities and to promote and support a culture of honesty, transparency and integrity, compliance, good governance, and fair dealing.

ATSE recognises that a concerted national effort is required to overcome the cultural, institutional and organisational factors that limit diversity and inclusion within the science, technology, education and mathematics (STEM) sector.

Equity, diversity and inclusion are important to and for ATSE. We know that organisations with established cultures of equity, diversity and inclusion outperform those without, on dimensions such as creativity, innovation, problem solving, robust governance, financial performance, outcome delivery, and organisational resilience. Providing fair and equal opportunities to people is the right thing to do, ensuring that every member of the team and those we work with are able to contribute to the best of their ability and feel valued. Lastly, we recognise we have a legal obligation to prevent discrimination, harassment and bullying and other unlawful conduct in our organisation and in connection with our work.

Purpose

The purpose of this policy is to provide a framework for how ATSE approaches and embeds its commitment to equity, diversity, and inclusion in its work practices.

Scope

This policy applies to all ATSE Fellows, Directors of the ATSE Board, and Secretariat staff.

Definitions

In relation to this Equity, Diversity and Inclusion Policy, the following definitions apply:

Term	Definition
Equity	Recognises that people do not start with the same levels of advantage or barriers, and adjustments may be made to ensure the same opportunities and outcomes are available to all regardless of any background, characteristic or personal circumstances (such as location, parenting/caring responsibilities, political opinions, marital status, socioeconomic status etc).
Diversity	Refers to the visible and invisible differences between people and how a person identifies in relation to key dimensions including, but not limited to, gender, race, ethnicity, culture, religion, sexual orientation, age, and ability. Diversity can also refer to diverse ways of thinking and working.
Inclusion	Inclusion is about treating people fairly and respectfully, and creating spaces where people feel they belong and are valued.

Definitions developed from ATSE's Diversity and Inclusion Toolkit, Australian HR Institute, and Diversity Council Australia.

Policy

ATSE commits to equity, diversity and inclusion action and outcomes as core business with our strategic priorities, rather than a special initiative within the Academy.

In doing so, we:

- a) apply our values to develop and model an organisational structure and culture where people are respected, and feel they belong and are valued
- b) consider available evidence and a range of perspectives, and centre lived experience, in undertaking our work to ensure implications for historically under-represented diversity groups in STEM are appropriately accounted for
- c) embed diversity in STEM considerations in advice ATSE provides to governments, industry and other partners
- d) support opportunities for historically under-represented diversity groups to engage with STEM, STEM education and to pursue careers in STEM-underpinned organisations/industry/sector
- e) collaborate with others in, and allied with, the STEM sector to share knowledge, coordinate efforts and reduce barriers to STEM participation
- f) celebrate our own and amplify others' achievements to progress diversity, equity and inclusion in STEM.

ATSE commits to a contemporary and practical 40:40:20 approach to ensure a balanced gender representation, comprising 40% women, 40% men, and 20% of any gender across our leadership, representative and advisory bodies (such as Board, Assembly, Division Committees and Forum), and (as far as practicable) across those we profile and celebrate (e.g. speakers, facilitators, social media).

We commit to support, maintain and implement an ATSE Reconciliation Action Plan.

Responsibilities

Our equity, diversity and inclusion actions and initiatives will be led by ATSE leadership (Board of Directors, Vice President Equity, Diversity and Inclusion and the Chief Executive Officer) and be based on achievement of our organisational objectives.

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

It is also the responsibility of others to whom this policy applies to ensure an equitable, diverse and inclusive culture in all aspects of work activities.

Implementation

We will prioritise implementing actions and initiatives which will have the greatest impact on improving equity, diversity and inclusion within our organisation and the STEM sector.

Equity, diversity and inclusion matters and actions will be incorporated into organisational strategies and actions as part of business-as-usual activities. An equity, diversity and inclusion strategy or action plan may be developed and maintained to ensure explicit tracking of progress, with any specific initiatives actioned within our operational plans.

Monitoring/Reporting

Monitoring of the effectiveness of this policy will be led by ATSE leadership (Board of Directors, Vice President Equity, Diversity and Inclusion, and the Chief Executive Officer).

Reporting on the implementation of this policy is integrated throughout our regular quarterly operational reporting where data is available and appropriate. This may include reporting on progress of any supporting strategy or action plan. There is no requirement for separate, stand-alone diversity, equity and inclusion reporting.

We will publicly report our membership and organisational diversity metrics annually.

Related documents

- ATSE Values
- Code of Conduct
- Workplace Wellbeing, Health and Safety Policy
- Equal Employment Opportunity Policy
- Reconciliation Action Plan

Endorsement and review

This policy will be reviewed every two years to ensure alignment with the requirements of the organisation and staff members. The policy may be reviewed as required, if priorities or context warrant earlier revision.