

EQUITY, DIVERSITY AND INCLUSION STANDING COMMITTEE

This Equity, Diversity and Inclusion (EDI) Policy sets out the Australian Society for Microbiology's (ASM) commitment to EDI in our programs, activities and the workplace of our staff; how we will achieve those objectives; and how we will measure those achievements.

The EDI (Equity, Diversity and Inclusion) Standing Committee will ensure we value and respect the diversity of our members and that of the communities in which we operate, and will advise on what we can do to create programs, events and a workplace that are fair, accessible, flexible, inclusive and in which unlawful discrimination, bullying, harassment or victimisation are not tolerated.

Composition

The EDI Standing Committee shall consist of a Chair and up to eight (8) additional members to be appointed by Council. The membership shall include, where possible at least 1 representative from each State Branch Committee.

Terms of Reference

- make equity, diversity and inclusion a central part of how our organisation, employees, officers and members work, and of our programs and events;
- support and empower our members to be able to do their best and bring their whole selves to their engagement in our field;
- support and empower a diversity of researchers, professionals, stakeholders and affiliates to participate fully in our events, publications and programs;
- ensure that all members have equal access to opportunities available through ASM's initiatives
and are equitably rewarded and recognised for their contributions;
- be an employer of choice for a diversity of people and improve our ability to attract, develop and retain a diverse workforce; and
- lead by example, so that our members, collaborators, and other organisations within our sector can see the tangible benefits of equity, diversity and inclusion and are motivated to improve their own policies and practices.

Equity

The term equity, when referenced in this policy, refers to the act of ensuring that processes and programs are impartial, fair and provide equal possible outcomes for every individual.

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 identity, disability, gender, Indigeneity, sexual orientation and gender identity, religion, regional membership and career stage.

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

Inclusion

Inclusion refers to the act of creating professional environments, events and programs in which any individual or group feels welcomed, respected, valued and empowered to fully participate and contribute.

Inclusive environments, events and programs incorporate new and different ways of thinking, interacting and working so that all individuals are empowered and able to contribute.

Inclusion occurs when the diverse mix of people in our organisation, 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

Specifically, the EDI Standing Committee will:

Governance and leadership

The EDI Standing Committee are responsible for leading and modelling diversity and inclusion policies and actions in ASM so as to ensure its reputation as a representative, innovative, socially and economically responsible organisation.

Membership

ASM will proactively seek and include members from a diverse range of backgrounds, experiences, qualities and expression, and ensure our activities, operations, policy development and strategic management embrace a diversity of perspectives. We will do this by enhancing the numbers and participation of women, people from different career stages and specialties, people from culturally and linguistically diverse backgrounds and from other minority groups.

Procedures

It is the responsibility of the EDI Standing Committee to ensure the implementation of this policy.

Progress on the implementation of the of this policy will be reported at least 4 times per year to the ASM Executive by the EDI Standing Committee.

This Policy will be reviewed at least 4 times per year by the ASM Executive. The Committee shall generally meet at least 4 times per year via teleconference.

The Chair may nominate another member of the committee to act as proxy in their place as required.

A quorum shall be 50% or more committee members.

Minutes including agreed actions will be distributed to the committee members.

Endorsement of the minutes will be sought at the next meeting of the committee. Copies of the approved minutes shall be sent to the Executive Committee.

Decision-making shall usually be obtained by consensus facilitated by the Chair. Where consensus cannot be reached, a majority vote will be required with dissenting and abstaining votes noted in the minutes of the meeting.

A written report shall be provided to Council at each Council Meeting.