



High Blood Pressure Research Council of Australia

Diversity and Inclusion Policy

(2020-2022)

Introduction

Research has shown that organisations with diversity are more effective, successful and profitable. There is a moral argument to address gender equity, support inclusion and diversity in the science and technology sectors: it is the right and smart thing to do.

This Diversity and Inclusion Policy sets out our commitment to diversity and inclusion in our activities and programs.

It details the strategies we will use to ensure we value and respect the diversity of our members and that of the communities in which we operate, and what we will do to create programs and events that are fair, accessible, flexible, inclusive and in which unlawful discrimination, bullying, harassment or victimization are not tolerated.

Policy Objectives

Our objectives are to:

- Make equity, diversity and inclusion a central part of how our organisation 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 when engaging with others in our field;
- Support and empower a diversity of researchers, professionals, stake holders and affiliates to participate fully in our events, publications and programs;
- Ensure that all members have equal access to opportunities available through the High Blood Pressure Research Council of Australia's initiatives and are equitably rewarded and recognized for their contribution;
- Lead by example, so that our members, collaborators, and other organisations within our sector can see the tangible benefits of diversity and inclusion and are motivated to improve their own policies and practices.

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, and religion.

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

Policy Principles

The key principles that underpin our approach to diversity and inclusion are:

Governance and leadership

The Executive Committee is responsible for leading and modeling diversity and inclusion policies and actions in the organization so as to ensure its reputation as a representative, innovative, socially and economically responsible organization.

Membership

The High Blood Pressure Research Council of Australia 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 balanced number between genders, people from different careers stages and specialties, people from culturally and linguistically diverse backgrounds and from other minority groups.

The High Blood Pressure Research Council of Australia will promote balance and belonging by actively seeking to include and celebrate a diverse range of faces, voices and perspectives in our prizes, awards, publications, meetings and events.

Communications, marketing, outreach and engagement

The High Blood Pressure Research Council of Australia will promote diversity and inclusion by actively and publicly presenting a diverse range of faces, voices and perspectives from our leadership and membership in our member communication, our outreach and public communication.

Accountability and Responsibility

It is the responsibility of the Executive Committee to ensure the implementation of this policy. Reporting on the implementation of this policy and progress will occur at the Annual General Meeting.

This policy will be reviewed no later than every 2 years by the Executive Committee.

Violation of this policy

Complaints, reports of violation, or feedback on this policy should be raised directly to the Secretariat. If the complainant feels unable to raise an issue with the Secretariat they should approach a member of the Executive Committee.

Where this policy is violated, the Secretariat will inform the Membership Sub-Committee immediately, working with them to identify swift and appropriate action.

Review of this policy

This policy will be formally reviewed in 2022 by the Membership Sub-committee and any revisions presented to the Executive Committee. Reviews may also occur as needed when opportunities arise to enhance or improve the policy.

Why is it important?

Our organization practices diversity and inclusion because it makes good sense.

Our mission is to advance knowledge and exchange information about any aspect of high blood pressure.

We recognize that inclusion and diversity play a key role in enabling us to achieve this mission.

A balanced and inclusive culture within our organization, and across our programs and events, will assist our organization to achieve these goals, and allow us to meet our obligations under the Australian Human Rights Commission Act 1986, Age Discrimination Act, Sex Discrimination Act, Racial Discrimination Act, Racial Hatred Act, Disability Discrimination Act, and other relevant anti-discrimination laws.