



<b>Document:</b>	WIT Inclusion & Diversity Policy
<b>Created:</b>	February 2021
<b>Approved:</b>	
<b>Review:</b>	Every 2 Years

## 1 Introduction

This policy provides the framework by which WIT actively promotes, manages and encourages inclusion and diversity across our organisation and community. People are the heart of what we do at WIT and we believe that making everyone feel safe, welcome and valued is a business imperative.

## 2 Purpose

Our mission is to create a culture that is diverse, inclusive and respects and celebrates our differences. We work to create an environment, free from discrimination, that provides fair and equal opportunity for members from all social and cultural backgrounds to thrive and achieve their life and career goals – regardless of race, ethnicity, gender, age, sexual orientation, socio-economic status, physical and mental ability, religious, political or cultural beliefs. This includes a specific commitment to our Aboriginal and Torres Strait Islander, LGBTQ+ and Cultural and Linguistically Diverse (CALD) communities.

Creating a safe, welcoming and inclusive environment provides an essential foundation for our employees, volunteers and members to successfully contribute to WIT's objectives, enhance WIT's reputation, improve member benefits and achieve sustainable business results.

## 3 Scope

This policy applies to:

- WIT's Board of Directors
- Members and volunteers
- Employees and contractors
- Anyone seeking employment with our organisation

## 4 Policy

### 4.1 Commitment

Valuing and managing diversity means that WIT:

- promotes and encourages a diverse and inclusive member community by fostering an environment of mutual learning, respect, dignity, openness and an appreciation of difference and other points of view;
- attracts and retains a Board of Directors whose composition reflects a diversity of backgrounds, knowledge, experience and abilities;
- seeks to ensure that the composition of membership committees and volunteers, appointed by either the Board or management, reflects a diversity of backgrounds, knowledge, experience and abilities;



- seeks to ensure that its business practices, systems and processes do not prevent people from diverse backgrounds from having equal opportunity within the organisation.

## 4.2 Workforce Inclusion and Diversity

To achieve a diverse and inclusive workforce and member community, WiT supports the following practices:

### Gender equality

WiT works to maintain a culture that values, promotes and benefits from gender diversity and equality. Our primary mission is to end gender discrimination and actively promote equal opportunity and recognition for women, particularly those aligned with the science and technology industries.

### Inclusion

WiT is committed to recognising and celebrating the diversity of our community by creating an environment that values, respects and encourages a wide range of views, knowledge and experience.

WiT invests in the physical, mental and emotional wellbeing of our people through ongoing education around inclusion and diversity initiatives, ensuring policies and processes support and encourage equal opportunity for all individuals and create a welcoming environment.

### Flexible work arrangements

WiT recognises the importance of providing flexible work arrangements for all employees to achieve the right balance between personal and work responsibilities and for the continued success of the organisation.

WiT is committed to creating a workplace that is truly flexible and considers the workforce of the future to enable our people to balance and achieve their whole life goals. This creates the foundation to ensure our organisation is well positioned to attract and retain the best talent for our organisation regardless of personal circumstances.

## 5 Reporting and Compliance

### 5.1 Policy Compliance

The Board and Management will regularly review all activities and processes involved in membership, recruitment, remuneration and performance management, to assess the implementation of and compliance with this policy. Any incident or complaint will be reported to the Board by the General Manager.

### 5.2 Complaints

Any complaint of potential harassment or unfair treatment should be reported to the General Manager for action. If the General Manager is unable to satisfactorily resolve the issue it will be escalated to the Board for action.

### 5.3 Policy Review

The Board and Management will review and amend this policy, as required, to ensure it continues to meet the needs and reflect the values of WiT and its community.



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## **6 Related documents**

- WiT Human Resources Policy