

# ESA Equity, Diversity and Inclusion Policy Statement

## Mission Statement

ESA is committed to equitable opportunity, promoting diversity and an environment that is free from discrimination and harassment, and where individuals are treated with fairness, respect, equity and dignity.

We are a Society which recognises the contribution of all our members, employees, and collaborative and sponsoring partners. Our aims are to be supportive, fair, just and free from discrimination within our membership, Board and staff appointments, and across our publications, events and activities.

## Goals

The purpose of this policy statement is to:

- Ensure that all persons are treated equitably and with a level of mutual respect;
- Establish a range of practices and guidelines that actively counteract bias and prejudice;
- Promote inclusive practices;
- Encourage all persons to communicate respectfully and fairly

## Objectives

As a Society and governing Board, our vision for equity and diversity includes a commitment to establishing processes that will achieve change and monitoring progress made towards our objectives. As well as achieving positive change within our Society, we will endeavour to provide a positive and proactive influence through our interactions with our employees, members, member institutions, external partners and service providers. Our objectives are to:

- recognise and value the differences and similarities that exist within our membership, employees, colleagues, and external partners;
- challenge discrimination based on age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation; and
- actively promoting equity and diversity, and designing and establishing processes to ensure equity and diversity are a central part of the Society's principles; and
- not tolerate behaviours, language or practices that label, stereotype or demean others; and
- ensure that the legislation and policy requirements relating to equity and diversity are implemented into all our working practices.
- Recognise that members and employees have a right to a supportive, inclusive, safe and harassment-free environment and have individual and collective responsibility to value and respect each other's contributions;
- Ensure the integration of the intent of this policy across all Society events, activities, and publications;
- Provide active communication pathways for members, employees and partners to provide feedback and suggestions, identify equity and diversity issues, report complaints, and participate in the ongoing development of this strategy;

- Monitor and report on actions and outcomes in a regular and transparent manner.

### **Policy Stakeholders:**

- All ESA members
- ESA Executive and Board
- ESA working committees
- ESA employees
- All ESA contractors, agents, and service providers
- Partnering organisations e.g. sponsors, project partners

### **Policy supervision**

- ESA Equity and Diversity Working Group
- ESA Board

### **Communication of Policy Statement and associated actions:**

This Policy Statement will be available to all members of ESA via the ESA website [www.ecolsoc.org.au](http://www.ecolsoc.org.au). Strategies and initiatives arising from this policy will be communicated via the website and via the ESA Bulletin and weekly e-news. A Member and stakeholder feedback mechanism will also be available via the ESA website.

### **Further information**

**Should you require further information/advice or have feedback regarding Equity or Diversity within ESA please contact us. Any member wishing to discuss any issue confidentially can be assured privacy will be maintained.**

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