

Document control

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Diversity and Inclusion Policy

Commitments

Professionals Australia is committed to:

- Ensuring our members are valued, accepted and respected in the workplace for their unique contributions as people with diverse backgrounds, experiences and perspectives.
- That our own organisation embraces diversity among staff and membership.

Our approach to diversity and inclusion

Professionals Australia recognises the value of a diverse and skilled workforce and is committed to creating an inclusive and collaborative culture within the union and in the workplaces in which our members are employed.

We are committed to ensuring industry and employers will leverage the diverse backgrounds of our members and potential members to ensure the community ultimately benefits from their skills, backgrounds, experiences and perspectives. All our members should be provided opportunities that allow them to reach their full potential, irrespective of individual background or difference.

Professionals Australia is committed to recognising the importance of diversity in all areas of our organisation including elected honorary officers, workplace representatives and staff.

We wish to see all members treated fairly and equally.

We will realise this policy by the following focus areas and activities:

1: Acknowledge and better understand diversity and the audiences our association serves and supports

- Measure the demographics of our members annually;
- Networking groups of members where there are demonstrated issues and interest;

Diversity and Inclusion Policy of the
Association of Professional Engineers, Scientists and Managers Australia
(APESMA)

- Conduct women in professions survey;
- Develop a survey of migrant professionals.

2: Defend and represent under-represented and diversity groups in the workplace

- Enforcing a safe work environments and take action against inappropriate workplace behaviour including discrimination, harassment, bullying and victimisation.
- Pursue industrial arrangements which meet the diverse needs of our members;
- Implement campaigns to achieve change in organisational or industry culture.
- Pursue policies which encourage a diverse STEM

3. Promote organisational culture that values diversity and tolerate differences

- Make the case that diversity and inclusion are organisational/business imperatives as well as matters of fairness;
- Identify best practice in pursuing changes behaviour in workplaces;
- Provide information, case studies and stories to ensure member awareness of the issues and benefits surrounding diversity;
- Seek to influence and cooperate with industry and professional groups to promote diversity;
- Utilise government reports and opportunity to provide submissions;
- Seek media on the benefits of workforce diversity and the need to promote the rights of diverse communities.

4. Encourage participation in membership roles and in employment of those from diverse backgrounds

- Ensure selection processes encourage employment of suitably qualified candidates from a diverse field;
- Maintain an equal employment opportunity and safe workplace;
- Encourage diverse members to become workplace representatives or to be elected as honorary officers;
- Monitoring and report on progress annually.