



Society for  
**Reproductive  
Biology**

## Society for Reproductive Biology Diversity and Inclusion Policy

Date: 2019-2020

### Introduction

This Diversity and Inclusion Policy sets out our commitment to diversity and inclusion in our programs, activities and the places we interact; how we will achieve those objectives; and how we will measure those achievements.

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, events and interactions that are fair, accessible, flexible, inclusive and in which unlawful discrimination, bullying, harassment or victimisation are not tolerated.

### Policy Objectives

Our objectives are to:

- make equity, diversity and inclusion a central part of how our organisation works, 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 Reproductive Biology researchers, professionals, stakeholders and affiliates to participate fully in our events and programs;
- ensure that all members have equal access to opportunities available through Society for Reproductive Biology initiatives and are equitably rewarded and recognised for their contributions;
- lead by example, so that our members and other organisations within our sector can see the tangible benefits of diversity and inclusion.

### 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 diversity, disability, gender, Indigeneity, sexual orientation and gender identity, and religion.

Diversity is about our commitment to creating an organisation that reflects the communities we serve, and inclusion is about our commitment to equality and treating

all individuals – our members, stakeholders, 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, whether members of majority or minority groups, are 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 which underpin our approach to diversity and inclusion are:

### **Governance and leadership**

The Society for Reproductive Biology Council is responsible for leading diversity and inclusion policies and actions in the organisation so as to ensure its reputation as a representative, innovative, socially and economically responsible organisation.

### **Membership**

Our organisation will proactively seek 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, by balancing participation by gender, by enhancing the numbers and participation of minority groups, people from different career stages and specialties, and people from culturally and linguistically diverse backgrounds. We will also provide broader perspectives through policies on age, disability, and Indigenous reconciliation.

We will endeavor to have a ratio of no less than 60:40 either way in regard to gender on the Council.

### **Prizes, awards, meetings, events**

Our organisation will promote diversity and inclusion by actively seeking to include and celebrate a diverse range of faces, voices and perspectives in our prizes, awards, meetings, and events.

#### *Meetings:*

Our program organizing committee will seek to identify and champion a diverse range of invited speakers for our meetings and we will endeavor to have a ratio no less than 60:40 either way in regard to gender.

### ***Support and acknowledgement of parenting needs***

SRB acknowledges the difficulties of attending conferences for its members who have parenting responsibilities and aims to support these members so that they can attend the conference if they choose. Working with ESA and ASN, SRB will endeavour to identify appropriate child-care services close to conference locations. SRB will also ensure that members have access to facilities for care of children at conference venues, such as parenting rooms to allow feeding and changing of infants, or facilities to allow breastfeeding/pumping for those women who wish to access such facilities. In addition, where possible, social functions will be at venues that permit minors to accompany their parent/s.

### ***Support and acknowledgement of members with disabilities***

SRB supports the needs of their members with disabilities and will endeavour to ensure that all selected conference venues and social function venues have access and support, including but not limited to wheelchair access and audio loops. SRB invites its members to advise of any accessibility requirements in advance of meetings so that they can appropriately be catered for.

### **Communications, marketing, outreach and engagement**

Similarly, our organisation will promote diversity and inclusion by actively seeking to publicly present a diverse range of faces, voices and perspectives from our leadership and membership in our member communication, our outreach and public communication.

### **Monitoring and measuring**

The Society for Reproductive Biology will be accountable for its performance on diversity and inclusion by reporting on our performance statistics annually at the AGM. We will also ensure our data is recorded annually on the SRB website.

### **Accountability and Responsibility**

It is the responsibility of The Society for Reproductive Biology Council to ensure the implementation of this policy.

### **Violation of this policy**

Complaints, reports of violation, or feedback on this policy should be raised directly to the Society for Reproductive Biology Executive (President, Secretary or Treasurer). If the complainant feels unable to raise an issue with the Executive, they should approach any other members of the Society for Reproductive Biology Council.

Where this policy is violated, the Society for Reproductive Biology Council President will defer to the Council immediately, working with them to identify swift and appropriate action.

## **Review of this policy**

This policy will be formally reviewed in 2020 by Tu'uhevaha Kaitu'u-Lino and any revisions presented to the Society for Reproductive Biology Council.

Reviews may also occur as needed when opportunities arise to enhance or improve the policy.

## **Why is it important?**

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

Our mission is to bring together all members of the Society for Reproductive Biology to advance the role, reputation and impact of Reproductive Biology across the nation.

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

An inclusive culture within our organisation, and across our programs and events, will assist our organisation 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 and the New Zealand Human Rights Act 1993.