

# **ROYAL SOCIETY OF NEW SOUTH WALES**

## **DIVERSITY AND INCLUSION POLICY**

**(approved by Council, January 2020)**

### **DIVERSITY AND INCLUSION COMMITMENT**

The Royal Society of New South Wales (RSNSW) is a learned society that believes that science and technology, the arts, literature and philosophy are foundations of our culture and that advancing knowledge in these areas is to the great benefit of society.

In order to be an effective public intellectual voice, the RSNSW commits to be a society that reflects and embraces the diversity and inclusion of the NSW population.

RSNSW particularly recognises the significant role it has to play in increasing the opportunities for women as they pursue careers in their chosen field. The Society also needs to ensure that its internal governance and committee structures reflect the diversity and inclusive practices that it wants to promote in the wider community.

In promoting diversity and inclusion within its organisation, the Society commits to address the imbalance in gender and other diversity priorities including age, indigenous Australians and ethnicity.

The RSNSW particularly recognizes the significant role it has to play in increasing the opportunities for women as they pursue careers in their chosen field.

In the first instance, the RSNSW will focus on gender equality by committing to each of the principles outlined below.

## DIVERSITY AND INCLUSION POLICY

### a) **Governance and leadership**

The Council is responsible for leading diversity and inclusion policies and actions in the RSNSW.

The Council will develop a set of Performance Indicators against which to measure and report progress.

One of these Performance Indicators will aim to ensure that women constitute at least 30% of all leadership and committee positions by seeking at least 30% of the nominations for balloted Council positions, commencing with the positions determined at the 2020 Annual General Meeting. As gains are made, it is intended to raise this to 50%.

The RSNSW will also review its leadership and committee positions held by women or men with a view to increasing the number of unique individuals and the spread across its committees. This action will be completed within six months of approval of this Policy.

### b) **Fellowship**

To demonstrate leadership and commitment to this policy, during 2020, all members of Council and other RSNSW Committees wishing to nominate a candidate for Fellowship will aim to nominate at least one woman for Fellowship for every male they nominate.

This will also test the hypothesis that there is a pool of women of comparable merit to men that is not being tapped currently. The data will be monitored continuously and reported to each Council meeting by the Membership and Fellowship Assessment Committees and also reported to members at each OGM.

This policy will be communicated to the membership via the website and the *Bulletin*, with an encouragement to follow this lead.

### c) **Prizes and Awards**

In recognising excellence, the Council will ensure that the Awards Committee is at gender parity.

The Awards Committee will ensure that bias is removed from the nomination and selection processes by evaluating the criteria to avoid bias, by evaluating nominations without bias and ensuring that the pool of nominations represents the gender makeup of the potential candidates at that career stage

### d) **Meetings and Events**

At Ordinary and Annual General Meetings, two agenda standing items will be:

- The RSNSW Acknowledgement of Country approved by Council; and
- A progress report on Council's Diversity & Inclusion Policy Performance Indicators.

In organising its events, the Society will:

- Strive to achieve diversity in speakers, panellists and attendees, including a 40:40:20 gender balance (40% women, 40% men, 20% any gender). As event organisation proceeds, if there is not balance, organisers will probe to find out "why not?" and take reasonable steps to achieve it.
- Expand the pool. Organisers will consider all aspects of diversity for panellists and speakers. When looking to achieve balance, they will be expected to ask around and seek opportunities to engage a diverse range of people from a variety of backgrounds,

age groups, genders and cultures.

- Distribute topics so that diverse voices are heard on a range of issues across all aspects of the agenda
- Actively break the “gender mould” by asking men to speak on topics such as soft skills and gender equality, which are typically offered to women
- Ensure that speaker criteria are not biased.
- Identify and confirm all speakers early in case there is a need to make changes to achieve balance.

At all events arranged by the Society (or for which the Society is on the organising committee), the program will include two initial statements:

- An Acknowledgement of Country approved by the Society; and
- A statement informing attendees of the Society’s Diversity and Inclusion Policy.

e) **Education pipelines, training and accreditation**

RSNSW will evaluate and support programs that promote equality across schools, universities and industry.

f) **Communications, marketing, outreach and engagement**

RSNSW will reflect equality in all of its communications and outreach. Council requests that the Outreach Committee brings forward specific recommendations to achieve this a

g) **Employment**

RSNSW recruitment and selection processes at all levels will be appropriately structured so that the pool of nominations is unbiased.

h) **Monitoring and measuring**

RSNSW will be accountable for its performance on diversity and inclusion by, at a minimum, its performance against the Performance Indicators each year in its Annual Report.

## **AUTHORITY AND DELEGATIONS**

It is the responsibility of the RSNSW Council to ensure the implementation of this policy.

Progress on the implementation of the strategic initiatives of this policy will be reported as a standing item at RSNSW Council meetings.

This Policy will be reviewed by Council in November each year.

## **IMPLEMENTATION**

This policy will be implemented throughout all RSNSW activities.