



## ROYAL SOCIETY OF NEW SOUTH WALES

### DIVERSITY AND INCLUSION POLICY

(Proposed Revisions to the Policy first approved by Council on 22 January 2020)

#### COMMITMENT

The Royal Society of New South Wales (RSNSW, the Society) is an inclusive learned institution that encompasses a diverse group of people who individually and collectively are dedicated to ideas that matter. It draws together people whose knowledge and experience span a wide range of backgrounds, experiences and disciplines, creates a focus for sharing and applying expertise, and delivers an independent and authoritative voice.

The Society values liberal democracy, respects religious, political, and cultural freedoms, and promotes non-discriminatory, evidence-based discourse and the free exchange of ideas. The Society recognises that it will be a more effective public intellectual voice by comprehensively embracing diversity and inclusion in all of its activities.

The Society's Council is responsible for leading diversity and inclusion policies and actions in the Society. In doing so, it:

- ensures that its internal governance and committee structures reflect the diversity and inclusive practices that it seeks to promote;
- recognises its significant role in increasing opportunities for women as they pursue careers in their chosen fields;
- embraces individual differences and contributions to our collective success and social engagement;
- develops, monitors and reports on performance indicators relating to diversity and inclusion.

### DIVERSITY AND INCLUSION POLICY

#### IMPLEMENTATION

This Policy will be reviewed by Council in January each year. Progress on the implementation of the strategic initiatives of this policy will be reported by each Council Committee as appropriate at an agreed frequency for RSNSW Council meetings and in the Annual Report.

#### DIVERSITY AND INCLUSION PRINCIPLES

The Society has an ongoing focus on gender balance and female membership of the Society as a whole and of its governing committees.

a) **Governance and leadership**

The Society aims 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 are for women. Implementation of this aim commenced with the positions determined at the 2020 Annual General Meeting. As gains are made, it is intended to raise this target to 50%.

b) **Fellowship**

To demonstrate leadership and commitment to this policy, 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.

c) **Prizes and Awards**

The Society will actively seek nominations from well-qualified individuals (or groups if allowable under the award conditions), acting to ensure that bias is removed from the nomination process and that the nominations accurately reflect the diversity of the pool from which they are drawn.

d) **Meetings and Events**

There will be two standing items on the agendas of each Ordinary and Annual General Meetings:

- Acknowledgement of Country approved by Council; and
- Statement on the Society's commitment to, and implementation of, the Diversity & Inclusion Policy.

In organising its events, the Society will ensure a diverse range of speakers and panellists from a variety of backgrounds, age groups, and cultures. In particular, the Society will strive for a 40:40:20 gender balance (40% women, 40% men, 20% any gender) in all classes of events that it organises or co-sponsors.

The Society will not participate in events that have only one gender represented on speaker panels.

e) **Partnerships**

Consistent with its commitment to diversity and inclusion, the Society will enter partnerships only with those organisations that exhibit and can demonstrate a comparable commitment.

f) **Communications, Marketing, and Community engagement**

RSNSW will reflect its values and be consistent with its policies in all of its communications and engagement.

g) **Employment**

RSNSW recruitment and selection processes at all levels will be structured to ensure that the pool of applications is unbiased and that appointments are truly based on talent and capability.

h) **Monitoring and Measurement**

RSNSW will be accountable for its performance on diversity and inclusion by:

- Reporting progress on the implementation of the strategic initiatives of this policy to Council at an agreed frequency
- Providing a bi-annual progress report on the Diversity and Inclusion Performance Indicators to the membership at the Annual General Meeting (in April) and at the October Ordinary General Meeting
- Recording and publishing Performance Indicators in Annual Reports of Council

## **Key Dates**

Date Originated	January 2020 (Council Approval)
Date of last review	17 March 2021
Date of next planned review	January 2023
Designated Owner	President