

1. POLICY STATEMENT

This policy provides the framework by which AIMS actively manages and encourages workplace diversity and inclusion to sustain a culture that respects and celebrates differences. AIMS appreciates the value inherent in a diverse and inclusive workforce of employees who belong to a wide range of demographic groups and possess differing backgrounds, experiences and perspectives, providing a broader range of ideas and insights to draw on in delivering innovative and creative science excellence.

Workplace diversity and inclusion builds upon the traditional principles of equal employment opportunity (EEO). EEO focuses on ensuring that all people are treated fairly and have equal access to employment related opportunities based on merit, without fear of discrimination or harassment.

AIMS is committed to achieving a diverse and inclusive workplace. Supervisors are responsible for developing and encouraging a positive environment, where all employees are treated with respect and dignity.

2. SCOPE

This policy applies to all staff in their interactions with each other and with stakeholders and visitors (including students). Contractors and other visitors to AIMS are also required to adhere to this policy. Staff should also refer to the Workplace Diversity and Inclusion Procedures for details on how this policy is implemented.

3. DEFINITIONS

In relation to this Diversity and inclusion Policy:

Diversity refers to the visible and not so visible differences that make our people unique. It includes physical and cognitive characteristics, social identities, and professional backgrounds. This includes age, gender identity, ethnicity, cultural background, Aboriginal and Torres Strait Islander identity, disability, sexual orientation, religion, family responsibilities, carer responsibilities, profession, education level, socio-economic background, and geographical location.

Inclusion means embracing diversity and fostering a culture that ensures current, future and potential employees have equality of opportunity, without barriers or obstacles. AIMS strives to create and maintain a safe and inclusive workplace environment where all staff experience a true sense of belonging, where each person is valued for who they are, not just what they do, and has an equal opportunity to participate, contribute, and progress without barriers or obstacles.

4. PURPOSE

The AIMS Workplace Diversity and Inclusion policy, processes and initiatives aim to:

- ❑ Affirm that AIMS' diversity, inclusion and equal employment opportunity initiatives are designed to enhance science production, conduct and delivery
- ❑ Ensure AIMS staff understand that diversity and inclusion is everyone's business – practices, policies and procedures will not prevent people from diverse backgrounds having equitable opportunities
- ❑ Encourage all staff to demonstrate their personal commitment to embracing inclusive behaviour as an everyday workplace practice, including acknowledging the impact of unconscious bias on employment decision-making and employee engagement activities by actively working towards removing stereotypes and generalisations in the workplace
- ❑ Ensure we recognise and embrace our diverse workforce with individual differences in expertise, background, working style, preferences, beliefs, learning styles, perspectives, cultures and interests
- ❑ Ensure AIMS and its staff value and respect individual differences and harness these to maximise productivity, problem-solving capability and translation of science into real-world benefits
- ❑ Ensure we recognise employment equity is a key element of an inclusive workforce. AIMS will encourage members of underrepresented demographic groups including Aboriginal and Torres Strait Islander people, people from culturally and linguistically diverse backgrounds, people living with a disability, and women to apply for positions and support career progression
- ❑ Provide a safe workplace that does not tolerate unlawful discrimination, bullying, harassment or victimisation and expects that all staff are treated with respect, dignity, and fairness
- ❑ Recognise the need to provide sufficient support and flexibility to enable employees to balance work, personal, family and cultural responsibilities.

5. REFERENCES

- ❑ AIMS Workplace Diversity and Inclusion Procedures
- ❑ AIMS Enterprise Agreement 2020 – 2023
- ❑ AIMS Code of Conduct
- ❑ AIMS Values
- ❑ AIMS Recruitment Policy and Procedure
- ❑ AIMS Workplace Bullying, Discrimination, Harassment and Vilification Policy and Procedure
- ❑ AIMS Aboriginal and Torres Strait Islander Partnerships Plan
- ❑ AIMS EDGE Working Group – Terms of Reference
- ❑ AIMS SAGE 2020 Bronze Award Application and Action Plan
- ❑ AIMS Health and Safety Policies and Procedures