

# INCLUSION AND DIVERSITY POLICY

**People come into chemistry from diverse cultures, backgrounds and experiences. We must attract, welcome, develop, and retain a diverse community of talented people to prosper within a culture of mutual respect**

The Royal Australian Chemical Institute (RACI) will promote **inclusivity** and **transparency** in order to improve **diversity** across all categories of membership, committees and employees.

This policy aims to encourage inclusion and diversity in the following four areas through positive action:

#### **Encourage mentorship.**

*Offer opportunities to support and encourage all members and employees of our organisation to develop their professional skills, networks and careers*

#### **Improve recognition.**

*Work towards balance for underrepresented groups including women in RACI awards, conference invitations and membership of committees and of the organisation as a whole*

#### **Maintain diversity awareness and education.**

*Broaden the knowledge and understanding of inclusion and diversity within the RACI and broader community*

#### **Promote accountability.**

*Monitor and demonstrate change in a transparent manner in all areas of our organisation*

### **Our goals to increase diversity include:**

- To encourage **individual differences to be valued** at all levels of the RACI, particularly in the leadership roles of our organisation;
- To generate **awareness of diversity, inclusivity, accessibility and transparency issues** in our organisation and the wider community, including the promotion of the RACI Inclusion and Diversity Policy to all members and staff;
- To develop **targets around diversity** to be embedded across all RACI activities;
- To ensure activities and targets to improve diversity, inclusivity, accessibility and transparency are **initiated, led and monitored** by the RACI Executive and Board.

#### **Reporting on Diversity.**

The RACI leadership will report annually to the membership on progress towards achieving diversity and inclusivity goals across the activities of the organisation as a whole.