



## **ANZSN Gender Equity Diversity Statement**

The Australian and New Zealand Society of Nephrology strongly supports the principles of equity and diversity and is committed to achieving an inclusive environment because of the desired ethical, social and economic benefits for all members. We recognise that a society composed of people with the relevant mix of skills, perspectives, age, gender, experience and cultures leads to stronger decision-making and effective leadership.

We believe a more equitable and diverse ANZSN, reflective of the diversity in New Zealand and Australia will better serve and respond to the needs of our patients clinically, through research, and advocacy roles to improve patient outcomes and benefit the broader community.

ANZSN recognises the vital importance of diversity of identity and thought, and welcomes variety of ideas, geographies, cultures and views. While progress has been made to incorporate these values into our Society, we know that there is a lot more we must do to truly achieve this.

In December 2017, in response to greater awareness of inequities and bias within the Society, the Council appointed a Gender Equity and Diversity (GED) committee to advise Council and develop policy to promote and advance gender balance, equity and diversity in the workplace, academic science and research.

The intent of this statement is to mark the beginnings of defining objectives and proposing initiatives with measurable outcomes to decrease inequities and to generate greater awareness of the importance of diversity and inclusivity for our members. These efforts must become core for the society, not parallel projects, in order to build institutional capacity for diversity and inclusion.

With an overall goal of identifying and actively addressing barriers to equity and diversity in our society, five initial areas of focus are:

### **1. Strategic leadership to champion diversity and inclusion**

- For leadership to be aware and raise awareness of the principles of diversity and inclusion through intentional, clear and consistent communication, and demonstration of these principles through policies, action plans, practice and culture.
- Build leadership capacity within the trainee workforce by offering mentoring opportunities and exposure to leadership roles, to provide the trainees visibility, voice and representation.

### **2. Greater public transparency of and accountability for diversity and inclusion**

- Visible policies, goals and initiatives, and measurement of outcomes achieved.

### **3. Gender equity and diverse representation**

- Striving for gender balanced representation at all levels.
- Identify and dismantle any barriers to gender balanced representation enabling full participation and advancement of members in the society, by implementing pragmatic solutions and assistance, including supporting parents with young children.
- For council, leadership roles, educational events and ANZSN affiliated conferences (invited speakers and chairs) to reflect the diversity of ANZSN membership.

### **4. Inclusion of under-represented groups, cognisant of intersectionality**

- Targeted and deliberate inclusion of minority groups, based on, but not limited to Aboriginal Torres Strait Islander and Māori identity, ethnicity, gender, sexual orientation and identity (LGBTQI), and disability.

### **5. Setting measurable outcomes and benchmarking with attention to gaps in diversity, equity and equality**

- Regular audits and visible publication of diversity, gender equity and inclusion goals with action plans to address any deficits.

