



## **ANZSN Council Gender Equity on Council by 2022**

### **OUR POLICY**

#### **Context**

In 2017, the ANZSN Council recognised and took steps to promote gender equity and diversity within the Society.

The first step was to create and empower the Gender Equity and Diversity Working Group to identify issues and recommend strategies to break down barriers to participation and representation.

The Working Group is currently developing an ANZSN Gender Equity and Diversity Statement to promote diversity in all its aspects, and this statement will complement the specific initiatives set out in this policy to secure gender equity on Council by 2022.

The second step has been to review and revise the ANZSN Constitution, where the principles of gender equity and diversity is the guiding principle supporting professional engagement in the Society's governance and other activities.

We're at the beginning, and there's more to be done, but the journey has begun.

#### **Scope**

This policy sets out principles designed to maximise fair and equitable access to opportunities for women relating to:

- Representation and governance within the Society (including Office Bearers, Council, Committees and Working Groups)
- Society programs, services and events (including membership options, professional development, conferences and events)

## Principles

The Society adopts these best practice principles as the foundation for fair and equitable participation of women within the Society:

1. Recognise and respond effectively to the diversity of members: In all key decisions and activities, the Society will account for the diverse interests and circumstances of all members, taking particular account of gender, career stage and access to services.
2. Communicate the value of women in leadership roles: The Society will establish, and actively work towards achieving, targets for a gender balance on Council.
3. Actively seek input on the needs of women members: The Society will provide effective and readily accessible channels for members to provide feedback or unsolicited suggestions, ideas, concerns or complaints relating to gender equity.
4. Develop and coordinate specific programs to give effect to this Gender Equity policy: The Society will maintain an effective forum to create, maintain, review and report on specific programs designed to implement this Policy.

## TARGETS

### It's time

The ANZSN strongly supports the principles of gender equity and diversity and is committed to increasing female representation on Council.

It will better reflect the gender balance of the membership and will, in turn, create more representative and responsive governance of the Society and support improved decision-making.

### We've set a target

We've set targets for female representation on Council reflecting the principles embedded in our Constitution and reflected in our Gender Equity Policy.

**By 2020, 30% of Councillors will be women, increasing to 50% by 2022.**

### How we will get there

Our targets are achievable. We'll be fundamentally changing the way we think and operate, to drive a culture that delivers gender equity on Council.

#### ANZSN Membership

837 members

♀ 43% Female

♂ 56% Male

1% Not Stated

#### THE PRESENT

ANZSN Council

9 Members

1 Female

#### THE FUTURE

ANZSN Council Targets

10 Members

2020 : 3-4 Females

2022 : 5 Females



## Working with our election cycle

In 2020, 4 positions on Council will become available, with a further 5 positions up for election in 2022.

Casual vacancies on Council may also emerge, providing additional opportunities to accelerate the achievement of our targets.

## Being proactive in promoting leadership opportunities on Council

We will promote diversity in leadership, by:

- Being clear on the leadership benefits of being on Council – we'll publish our governance framework on the ANZSN website, so roles and responsibilities are clear, and any questions can be asked and answered
- Identifying and publishing a list of female leaders within the ANZSN to mentor women seeking senior leadership opportunities, not just on Council but at a Committee level
- Increasing transparency around the election process, monitoring applications, and taking steps to encourage senior female leaders consider positions. If nominations are low – we'll be proactive in approaching potential female candidates to stand for election
- Helping ANZSN Members appreciate the value of diversity, by better profiling Council nominees who stand for election, by publishing information on who they are, what they stand for and what they want to achieve

## Breaking down barriers to participation on Council

We will help Council Members lead with confidence and perform at their best by:

- Orientating Councillors to their role on Council and nominating a 'buddy' who can help them navigate the challenges of the first twelve months of leadership
- Scheduling Council meetings at dates and times that take account of the professional and personal commitments of Councillors – we will fully exploit technology to facilitate meeting participation
- Enabling participation by Councillors at face to face Council meetings at the Annual Scientific Meeting by providing child care support.



## Laying the foundation for future leaders

We're making some progress. We'll continue to create a pipeline of future leaders to promote gender equity and diversity at all levels of governance, not just Council, by:

- Promoting Committee and Working Group Membership opportunities for all members
- Profiling Committee and Working Group Members by gender on our website
- Maintaining a target of 50% female membership on our Committees and Working Groups
- Establishing Co-Chair positions for each of our standing Committees, one female, one male
- Supporting our Committee Co-Chairs hone their leadership skills through exposure to Council members and attendance at Council meetings

## Being accountable

We'll make sure we are accountable for achieving our gender targets on Council by:

- Publishing the current gender diversity profile of Council and our Committees and Working Groups on our website, with regular updates to reflect progress toward our targets
- Maintaining a Gender Equity and Diversity Committee to advise Council on actions to drive equity and diversity more broadly
- Providing regular progress reports to Members on how we are implementing the Policy and Targets
- Updating our membership data base to better capture the diversity of our members so we can ensure that the diversity is reflected at all levels of our governance

### OUR CURRENT LEADERSHIP PIPELINE

#### Committees and Working Group Members

81 filled positions:


 54% Female

 46% Male

#### Chairs and Co-Chair Positions

11 filled positions:

 5% Female

 6% Male

