

## Inclusion and Diversity Policy

### 1. Introduction

This policy outlines ANZICS commitment to promoting inclusion and diversity across all aspects of its activities. It reflects a commitment to create an environment where all individuals, particularly those who are vulnerable, marginalised, and excluded, are respected, valued, and provided with equal opportunities.

### 2. Guiding Principles

ANZICS approach to inclusion is underpinned by the following principles:

- 2.1 Equity: Ensuring fair treatment, opportunities, and advancement for all, while seeking to identify and eliminate barriers that have prevented the full participation of some groups.
- 2.2 Respect: Acknowledging diverse perspectives and treating all individuals with dignity.
- 2.3 Empowerment: Promoting the capacity of individuals and communities to take control of their own lives and make informed decisions.
- 2.4 Participation: Encouraging and facilitating the active involvement of all appropriate stakeholders, including those from marginalised and excluded groups, in decision-making processes.

### 3. Understanding Marginalisation and Exclusion

ANZICS recognises that marginalisation and exclusion can occur due to various intersecting factors, including but not limited to:

- Socio-economic status
- Age
- Disability
- Ethnicity and race
- Geographic location
- Sexual orientation
- Sex
- Gender identity

### 4. Procedures

To operationalise commitment to inclusion, the following procedures and practices are implemented:

- 4.1 Conduct a thorough contextual analysis of our programs to understand the intersecting drivers of exclusion in the specific contexts where we operate.
- 4.2 Include explicit references to inclusion and avoidance of systems of exclusion in all design templates and appraisal/selection processes. Ensure that project designs incorporate strategies to address identified barriers to inclusion.
- 4.3 Support initiatives that focus on the inclusion and representation of vulnerable, marginalised, and excluded people as they relate to intensive care medicine and the work and operation of ANZICS. Develop and implement monitoring and evaluation frameworks that include indicators for measuring progress in addressing the needs and rights of marginalised and excluded groups and addressing any deficiencies identified to afford them dignity and equality.
- 4.4 Provide ongoing training and capacity-building opportunities for staff and partners on issues related to equality, inclusion, diversity, and equity.
- 4.5 Foster a culture of learning and adaptation to improve inclusive practices continually.

## 5. Reporting and Accountability

- Ensure transparency by regularly reporting on inclusion efforts and outcomes to stakeholders through ANZICS Annual Reports, APD/ANZPICS benchmarking work and other communication channels.
- Ensure complaint processes adequately support mechanisms for feedback and grievances to address any concerns related to inclusion and diversity.

## 6. Review

This policy will be reviewed every three years, or earlier as needed.

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