

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.

A Welcoming Environment for all at RACI Events

The RACI is dedicated to providing a harassment-free conference/meeting experience for everyone regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age or religion.

The RACI will not tolerate harassment of conference participants in any form. This includes sexual language and imagery which is not appropriate for any conference venue, including talks.

Conference participants violating these rules may be sanctioned or expelled from the conference without a refund at the discretion of the conference organisers. The full anti-harassment policy is described below.

Our Anti-Harassment Policy

Event organisers must identify and publicise a designated person to deal with any harassment complaints.

Events must have a publicised procedure to report and deal with alleged harassment issues that is private, unbiased, timeous and provide appropriate sanctions if required that include:

- Warning the offender and requiring them to desist.
- Expulsion from the conference with no refund.
- Recommend the banning of the offender from future RACI events
- Invoking the RACI code of conduct if the offender is a member.

Harassment includes, but is not limited to:

- Verbal comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion.
- Sexual images in public spaces
- Deliberate intimidation, stalking, or following
- Harassing photography or recording
- Sustained disruption of talks or other events
- Inappropriate physical contact
- Unwelcome sexual attention
- Advocating for, or encouraging, any of the above behaviour