

Gender Diversity Policy

Introduction

The purpose of this Gender Diversity policy is to outline ANZUP's commitment to promoting gender diversity across all our research activities.

This will ensure that all members thrive, maximize innovation and promote collaboration both internally and externally with our key stakeholders.

We also acknowledge that there is a lack of gender equality in some sections of the academic community and we have therefore developed this policy in line with our objective and commitment to quality and equality.

Membership of Committees

ANZUP committees shall promote a membership that is gender inclusive.

Chairs of ANZUP Committees will apply flexible solutions to ensure every effort is made to have a balanced representation on all committees.

Time of meetings

Every effort will be made to arrange for committee meetings at times that will not disadvantage or preclude the participation of people with carer responsibilities or who are working part-time. For example, the Chair might consider varying the schedule of meetings so as not to systematically exclude individual committee members.

Annual Scientific Meeting (ASM):

The ASM is ANZUP's key annual scientific and educational event providing us with a platform to meet, share ideas, hear about the latest research, encourage each other and support and mentor our trainees.

We recognise that opportunities to speak and chair sessions have a positive impact on the visibility, track record and engagement of our membership. Invitations to international and national keynote speakers and session chairs will be in line with the gender balance in our research community.

The Conveners/Session Chairs will promote and encourage appropriate gender representation throughout the ASM.

ASM Convening Committees

Convening committees shall promote a membership that is gender inclusive.

Every effort will be made to arrange for committee meetings that will not disadvantage or preclude the participation of people with caring responsibilities or who are working part-time.

From 2017, ANZUP will report the gender balance of the general membership, sub-committees and international and national key note speakers as part of the annual report, which can be viewed on our website.

This policy is available on the ANZUP website www.anzup.org.au