



Inclusion and Diversity Policy

Introduction

The Australian and New Zealand Urogenital and Prostate Cancer Trials Group (ANZUP) is dedicated to fostering inclusivity and diversity within all our research activities. This Inclusion and Diversity Policy will serve as a guiding principle to empower every ANZUP member and employee; driving innovation, and fostering collaboration both internally and with our external stakeholders.

Recognising there are gaps in inclusion and diversity within some sections of the ANZUP community, we have developed this policy in line with our objectives and commitment to quality and equality.

Definitions

Inclusion refers to ensuring that current, future and potential employees and members have equality of opportunity in the organisation without any barriers or obstacles as a result of their race, colour, physical features, sex, sexual preference, gender identity, lawful sexual activity, age, physical or mental disability, marital status, family responsibilities, pregnancy, breastfeeding, carer responsibilities, geographic location, religion, political opinion, national extraction, social origin, industrial activity, trade union membership, or any other distinctions.

Diversity refers to the visible and invisible differences that exist between people including (but not limited to) race, colour, physical features, sex, sexual preference, gender identity, lawful sexual activity, age, physical or mental disability, marital status, family responsibilities, pregnancy, breastfeeding, carer responsibilities, geographic location, religion, political opinion, national extraction, social origin, industrial activity, trade union membership, or any other distinctions. It also refers to diverse ways of thinking and ways of working.

Membership of Committees

ANZUP committees will promote a membership that is inclusive and diverse. Chairs and members of ANZUP committees will apply flexible solutions to ensure every effort is made to have balanced representation on all committees.

ANZUP Clinical Trials

ANZUP commits to upholding principles of inclusiveness and diversity within its clinical trials, striving for balanced representation among trial chairs, co-chairs and/or deputies, encompassing senior and junior members, as well as individuals from various cultural and gender backgrounds.

ANZUP Events

Acknowledging the value of visibility and engagement for our members and employees, we are committed to ensuring fair opportunities for participation, speaking and leadership at our events. The conveners/chairs will actively promote and encourage diverse representation throughout ANZUP events, ensuring a truly inclusive and enriching experience for all participants.

Time of Meetings

In consideration of individuals with carer responsibilities or those working part-time, ANZUP will make every effort to schedule committee meetings at times that do not disadvantage or exclude any members. The chair of each committee will be mindful of varying meeting schedules to avoid systematic exclusion, promoting increased participation and engagement among all committee members.

Access to Clinical Trials

ANZUP firmly believes that access to medical research should be available to individuals from all backgrounds. We actively encourage diverse participation, welcoming individuals of varying ethnicities, genders, ages, and socioeconomic statuses. In alignment with Cancer Australia's principles, ANZUP collects data on factors such as Aboriginal or Torres Strait Islander status and Cultural and Linguistic and Diverse (CALD) status to ensure inclusivity.

By embracing inclusivity, we aim to maximise the impact of our research, leading to more effective treatments and better healthcare outcomes for all.

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