

Group Relations Australia Position Statement and Policy for Diversity and Inclusion

Position Statement:

Group Relations Australia (GRA) is committed to fostering a diverse and inclusive professional community. We recognize that diversity in all its forms is essential for innovation, creativity, and the overall success of our association. We believe that by embracing diversity and promoting inclusion, we can better serve our members, advance our profession, and contribute positively to society.

Policy:

Purpose:

1.1. The purpose of this policy is to establish guidelines and initiatives that promote diversity, equity, and inclusion within Group Relations Australia (GRA).

1.2. This policy aims to create a welcoming and inclusive environment that values the unique perspectives, experiences, and contributions of all members, regardless of their race, ethnicity, gender identity, sexual orientation, age, ability, religion, or any other characteristic protected by law.

Commitment to Diversity and Inclusion:

2.1. GRA is committed to actively promoting diversity and inclusion in all aspects of our association's activities, including leadership, membership, programming, and decision-making processes.

2.2. We are dedicated to ensuring equal opportunities for all members to participate, contribute, and thrive within our association.

Leadership and Representation:

3.1. GRA will strive to achieve diverse and inclusive leadership by actively recruiting and supporting individuals from underrepresented groups in leadership positions.

3.2. We will encourage members to participate in leadership roles, provide mentorship programs, and promote leadership opportunities for historically marginalized groups within the association.

3.3. We will regularly assess the representation and diversity of our leadership and take proactive steps to address any imbalances.

Membership and Outreach:

4.1. GRA will actively promote membership diversity by implementing outreach initiatives that reach underrepresented groups.

4.2. We will provide resources and support for members from diverse backgrounds to ensure they feel included, valued, and supported within the association.

4.3. We will encourage the active involvement of all members in association activities, creating opportunities for networking, collaboration, and professional growth.

Education and Training:

5.1. GRA will provide educational resources, training programs, and workshops to raise awareness and understanding of diversity, equity, and inclusion issues within the profession.

5.2. We will collaborate with experts, organizations, and communities to develop resources that promote cultural competence, address bias, and foster inclusive practices.

5.3. We will regularly evaluate and update our educational initiatives to ensure they remain relevant and effective.

Non-Discrimination and Harassment:

6.1. GRA is committed to maintaining an environment free from discrimination, harassment, and any form of prejudice.

6.2. We will establish clear policies and procedures to address and prevent discrimination and harassment, providing channels for reporting incidents and ensuring appropriate investigations and actions are taken.

6.3. We will take disciplinary measures, up to and including membership revocation, against any member found to have engaged in discriminatory or harassing behaviour.

Anti-Sexual Harassment:

6.4. GRA has a zero-tolerance policy towards sexual harassment. We define sexual harassment as any unwanted or inappropriate conduct of a sexual nature, including but not limited to unwelcome advances, requests for sexual favors, and other verbal, non-verbal, or physical conduct of a sexual nature.

6.5. We will provide clear reporting mechanisms for victims of sexual harassment and ensure that all complaints are taken seriously, investigated promptly, and addressed effectively.

6.6. We are committed to providing support for individuals who have experienced sexual harassment, including access to counseling services and other resources.

6.7. GRA will conduct regular training and awareness programs to prevent sexual harassment and educate members on recognizing and addressing such behavior.

Evaluation and Accountability:

7.1. GRA will regularly monitor and evaluate the effectiveness of our diversity and inclusion initiatives and policies.

7.2. We will establish metrics and benchmarks to measure progress, identify areas for improvement, and hold ourselves accountable.

7.3. We will communicate transparently with our members, sharing updates, achievements, and challenges in our diversity and inclusion efforts.

Collaboration and Partnerships:

8.1. GRA will actively seek collaborations and partnerships with external organizations and initiatives that share our commitment to diversity and inclusion.

8.2. We will leverage these collaborations to exchange knowledge, best practices, and resources, and to amplify our collective impact in advancing diversity and inclusion in the profession.

Regular Review and Improvement:

9.1. GRA acknowledges that promoting diversity and inclusion is an ongoing process that requires continuous learning and improvement.

9.2. We will regularly review and update this policy to reflect evolving best practices, address emerging issues, and ensure alignment with our association's values and goals.

By adopting this position statement and policy, GRA demonstrates its dedication to fostering a diverse and inclusive professional community, promoting equity, and advocating for social change. Together, we can build a profession that reflects and celebrates the rich diversity of our society.