



Equity & Diversity

Working Group

TERMS OF REFERENCE

Ecological Society of Australia
Equity & Diversity Working Group
Terms of Reference

Purpose

The overall Equity & Diversity Working Group objectives are:

- Ensure that all persons are treated equitably and with a level of mutual respect;
- Establish a range of practices and guidelines that actively counteract bias and prejudice;
- Promote inclusive practices;
- Encourage all persons to communicate respectfully and fairly

Strategic Plan

This working group aligns to AIM 2: Improve membership services and support and AIM 3: Communicate effectively with and among members within the ESA Strategic Plan 15/16 – 19/20.

The working group's purpose and responsibilities are consistent with the Society's objectives (Objective V: encouraging high professional and ethical standards among the Company's Members and other ecologists) under the ESA constitution.

Activities for this working group are to commence following appointment of Working Group chair and members during 2017.

Responsibilities

The Equity & Diversity Working Group's responsibilities will primarily be to:

- recognise and value the differences and similarities that exist within our membership, employees, colleagues, and external partners;
- challenge discrimination based on age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation;
- actively promote equity and diversity, and design and establish processes to ensure equity and diversity are a central part of the Society's principles;
- ensure that the legislation and policy requirements relating to equity and diversity are implemented into all our working practices.
- provide a supportive, inclusive, safe and harassment-free working or network environment and promote individual and collective responsibility to value and respect each other's contributions;
- ensure the integration of the intent of this policy across all Society events, activities, and publications;
- provide active and safe communication pathways for members, employees and partners to provide feedback and suggestions, identify equity and diversity issues, report complaints, and participate in the ongoing development of this strategy;
- monitor and report on actions and outcomes in a regular and transparent manner

Membership (positions to be advertised and filled)



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Name/Role	Role/Activities
<i>e.g. Chair/WG Leader</i>	<i>e.g. Key contact, driver of the WG, chairs meetings, provides WG reports to the Board.</i>

Working Group Meetings/Teleconferences

The Equity & Diversity Working Group will meet at least quarterly via the Society online meeting system and as otherwise requested by the Chair.

Review of the Terms of Reference

These Terms of Reference were adopted by the ESA Board on

(insert date of board meeting where ToR or revision approved)

And will be due for revision no later than two years from the above date.