

POLICY – Personnel 007

CIGRE Australia – Diversity and Inclusiveness

Purpose This Policy defines CIGRE Australia’s policy on workplace diversity and inclusiveness and should be applied by all CIGRE Australia members in their involvement and execution of CIGRE work.

Background CIGRE Australia membership is characterised by a broad church of membership drawn from Utilities, Academia and Industry. It is appropriate that the various panels, working groups, committees and indeed the structure of the Board itself reflect and represent that diversity.

The CIGRE Board wishes to ensure that this diversity is recognised to help the organisation become more creative, flexible, productive and ultimately sustainable.

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Document History

Version	Date	Summary of Changes	Approved	Review date
1.0	02 August 2016	Initial Policy	CIGRE Australia Board	August 2017
				Review date August 2019

Policy Statement

Diversity throughout the organisation makes great business sense. Managing diversity makes us more creative, flexible, productive and competitive. It means that, as a growing national and international engineering association, CIGRE Australia is better able to understand and meet customer needs if the organisation reflects its member and stakeholder base.

CIGRE's policy is to ensure that there is broad experience and diversity on the main Board and Australian Panels. Diversity in CIGRE embraces knowledge and understanding of relevant diverse geographies, peoples and their backgrounds including race, disability, gender, sexual orientation, religion, belief and age, as well as culture, personality and work-style. Diversity also includes a diversity of perspectives on what motivates and interests CIGRE's existing and potential members and stakeholders.

In particular CIGRE's Board is focused upon increasing Board diversity without compromising on the calibre of directors. CIGRE maintains that appointments to the Board should be based on merit as well as complementing and expanding the skills, knowledge and experience of the Board as a whole. Within this context the Board aspires to having an appropriate proportion of directors who have direct experience of some of CIGRE's core interest areas with different ethnic backgrounds, and may be non-Australian nationals, of both genders, reflecting CIGRE's stakeholder base.

The CIGRE Australia Board believe that appropriate candidates for any CIGRE Australia position, including that of Board member should be considered for appointment by reference to the merits of each candidate and in particular their skills having regard to life and work experiences the candidate will bring to the Board. The CIGRE Australia board are committed to appropriate diversity through the development of measurable objectives which will provide the framework for achieving and maintaining appropriate diversification over time. Although the board does strongly advocate greater transparency and measurability, we do not endorse diversity participation quotas in their own right, but will work toward achieving diversity goals within the framework identified.