

Diversity and Inclusion Policy

Purpose

This Policy defines CIGRE Australia's commitment to diversity, equity, and inclusion across all levels of our organisation.

Our goal is to ensure that CIGRE Australia reflects the diversity of our profession, membership, and community, and fosters an environment and culture where all individuals are respected, included, and able to contribute their full potential.

CIGRE Australia acknowledges that women are significantly under-represented in the technical domains within the power systems sector and in our membership. Addressing this issue is a high priority.

This policy complements the Anti-Discrimination, Harassment and Conduct Policy (2025), which outlines behavioural standards and compliance matters.

Related Policies

- CIGRE Australia Anti-Discrimination, Harassment and Conduct Policy

Contact Information

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Document History

Version	Date	Summary of Changes	Approved	Review Date
1.0		Initial Policy	CIGRE Australia Board	August 2016
2.0	July 2026	Significant rewrite	CIGRE Australia Board	July 2029

1. Scope

This Policy applies to:

- CIGRE Australia employees, directors and volunteers
- Activities undertaken on behalf of CIGRE Australia, including conferences and events and the work of Panels and committees.

2. Background

CIGRE Australia's membership spans utilities, academia, manufacturers, consultants, and other industry stakeholders.

We recognise that inclusion of varied experiences - including gender, ethnicity, cultural heritage, disability, age, sexual orientation, professional background, and geographic representation - enhances creativity, decision-making, organisational effectiveness, and organisational sustainability.

As a national and internationally connected professional association, CIGRE Australia aims to ensure its leadership and activities reflect and respect the diversity of its membership and wider stakeholder community.

3. Policy Objectives

CIGRE Australia seeks to:

- Build a diverse and inclusive culture that values different perspectives and lived experiences and remove barriers to inclusion
- Encourage merit-based selection processes that also consider diversity of background and thought
- Comply with all applicable anti-discrimination and equal opportunity legislation
- Increase the number of women amongst our membership and their involvement with the organisation
- Support the pipeline of women entering the power systems sector and their retention in the sector
- Promote measurable progress through monitoring and transparent reporting

4. Commitments and Actions

Women in Energy - we will actively support CIGRE's Women in Energy initiatives and aim to grow the reach and impact of Women in Energy within Australia.

Appointments - appointments of employees, Panel Convenors, and NGN and Women in Energy Chairs are based on merit, determined using a broad criteria including competency, capability and how candidates contribute to the broader mix of skills, perspectives and backgrounds needed to reflect our stakeholder base.

Scholarships - the selection criteria of the Moira and Richard Bevan and Symposium scholarships for NGN members will include consideration of gender and other diversity factors.

Student Pipeline - support the exposure of undergraduate and postgraduate students to the sector through student scholarships at our conferences and by working with organisations such as the Australian Power Institute. Student scholarships will have gender balance as far as practicable.

Conferences and Events - gender diversity is required in the selection of keynote speakers and the formation of discussion panels at CIGRE Australia conferences. Diversity considerations (such as disability and access, parenting needs, space for religious observance and recognition of Indigenous peoples and cultures) will be considerations to be addressed for major conferences and events.

Inclusive Behaviours - the conduct of all CIGRE Australia meetings and events should respect diversity, promote inclusion and ensure all participants are treated with dignity and respect. In this regard, Board, Committee and Panel Chairs have a special duty to promote inclusive conduct at all times.

The Board - the Board encourages all members to consider applying for election as an office bearer or director of the organisation, recognising that greater diversity in the energy sector supports both better governance and the energy transition.

Panel Membership - Panels will function better with participation from diverse professional, demographic and geographic backgrounds. The Board strongly encourages our Collective members to consider appropriately experienced women for nomination to Australian Panels.

Reporting - Gender diversity statistics and initiatives will be reported to the membership in our Annual Reports.