



# STATEMENT

SEPTEMBER  
2023

## ON EQUITY, DIVERSITY AND INCLUSIVITY IN THE WORKFORCE

The Australian and New Zealand Society of Nephrology (ANZSN) strongly supports the principles of equity and diversity. The ANZSN is working to achieve equity in kidney care, with a focus on Indigenous Health.

The Equity, Diversity and Inclusivity (EDI) committee's role is to identify equity issues in the ANZSN, provide advice on dismantling barriers, assess progress and engage with other committees to assist in equity issues.

We remain committed to a culture of diversity, equity and inclusion within the ANZSN. A recent survey done by the Equity, Diversity and Inclusivity committee of ANZSN members reported that inequity, particularly driven by gender and race, is common for nephrology professionals in Australia and New Zealand and impacts career progression. By ensuring equitable representation and voices that reflect our membership and communities we can better leverage a variety of skills, perspectives and expertise.

With an overall goal of identifying and actively addressing barriers to equity and diversity in our society, we outline areas of focus to align with the ANZSN strategic plan (2022-2024):

### Advocacy

1 Advocating for strategic leadership to champion diversity and inclusion

- For leadership to be aware and raise awareness of the principles of diversity and inclusion in the workforce through intentional, clear and consistent communication, and demonstration of these principles through policies, action plans, practice and culture.
- To extend EDI advocacy beyond workforce issues and work with the ANZSN to promote equitable access to care and equitable care outcomes for all Australians and New Zealanders with kidney disease.
- To collaborate with EDI committees of external organisations (eg Asia-Pacific Society of Nephrology, International Society of Nephrology, American Society of Nephrology) to achieve a global impact.

### Research

1 Achieving research excellence around the topic of equity

- Actively investigate avenues to promote research in equity, diversity and inclusion topics.
- Promote awards celebrating success in these fields eg the Rural Science Award.

### Education

1 Achieving equity in training.

- Collaborate with other committees (eg Young ANZSN) on assessing RACP training changes, to ensure changes promote equity.

2 Ensuring active and ongoing learning around equity issues

- Promoting the discussion of EDI issues at the scientific meetings such as the Annual Congress, Dialysis, Nephrology and Transplantation Workshop and other meetings.

### STEPS WE CAN TAKE:

#### 1 Building a diverse leadership

- Build leadership capacity within the workforce by offering mentoring opportunities and exposure to leadership roles to members from diverse backgrounds, to provide visibility, voice and representation.
- Continue to provide personalised encouragement to women and members from remote areas and/or diverse backgrounds to apply for committee and council roles.
- Orientating Councillors to their role on Council and nominating a 'buddy' who can help them navigate the challenges of the first twelve months of leadership.
- Building the cultural awareness to allow equal voices regardless of age, career stage, gender or other factors that may influence a member's inclination to participate equally. The chair and committee members will have the awareness and understanding that the allocation of a position on a committee or working group alone is not sufficient to represent diversity and that the member must be given ample opportunity to make active contributions.

- Equal voting rights for all members serving on committees.

- All committees should consider and implement any reasonable adjustments required by members to assist their participation and involvement.

#### 2 Greater public transparency of and accountability for diversity and inclusion

- Visible policies, goals and initiatives, and measurement of outcomes achieved through the development of a set of general diversity indicators for use by Council and other committees.

- Striving for gender balanced representation at all levels and specifically targeting a 40/40/20 gender balance on council. 40/40/20 refers to 40% female, 40% male and 20% open.

- For council, leadership roles, educational events and ANZSN affiliated conferences (invited speakers and chairs) to reflect the targeted diversity of ANZSN membership.

#### 3 Inclusion of under-represented groups, cognisant of intersectionality

- Identify and dismantle any barriers to gender balanced representation enabling full participation and advancement of members in the society, by implementing pragmatic solutions and assistance, including supporting parents with young children.

- Develop a childcare grant allocation policy and process for events and meetings.

- Targeted and deliberate inclusion of minority groups, based on, but not limited to Aboriginal Torres Strait Islander and Māori identity, ethnicity, rural place of practice, gender, socioeconomic position, sexual orientation and identity (LGBTQI), and disability.

- Amend the constitution to broaden membership to allow equal voting rights for all member categories and remove biases.

We believe a more equitable and diverse ANZSN, reflective of the diversity in New Zealand and Australia will better serve and respond to the needs of our patients clinically, through research, and advocacy roles to improve patient outcomes and benefit the broader community.