

AUSTRALASIAN SLEEP ASSOCIATION

DIVERSITY AND INCLUSION POLICY

Approved by the ASA Board on 8 October 2021

PURPOSE

This policy sets out how the Australasian Sleep Association (ASA) is inclusive of people from all backgrounds and perspectives, and actively encourages, respects and values diversity in its programs, activities, structures, leadership and decision-making processes.

It is designed specifically to encourage, deliver and support initiatives that lead to greater diversity across all aspects of the association and to eliminate barriers to inclusion.

POLICY

Membership of the ASA is open to all within the sleep or related health fields who meet the eligibility criteria. All members are equally valued and respected regardless of their gender, ethnicity, race, age, career stage, sexual preference, gender identity, disciplinary background or geographical location.

The ASA recognises that there are multiple benefits in welcoming, including and encouraging diverse contributions and representation in a professional community like ours. We also recognise that people from majority groups may not always recognise the lack of representation or contribution by minority groups.

The ASA will proactively promote diverse representation in relation to:

- Educational program speakers and chairs
- Committee and working group membership
- Research awards and achievement prizes
- Committee and working group chairs, and
- Board of Directors membership.

Our goal is to achieve 50% female representation in relation to each of these activities.

When major organisational decisions are being made, how they may affect diverse groups must be considered alongside other matters such as financial, strategic and mission considerations.

The ASA acknowledges the traditional custodians of the land at the opening of meetings and events:

The Australasian Sleep Association recognises and pays respect to the traditional owners of the lands where we live and work – the Aboriginal and Torres Strait Islander peoples of Australia and Māori as tangata whenua (people of the land) of Aotearoa.

Where appropriate, larger events incorporate a traditional Welcome to Country ceremony presented by representatives of the traditional custodians of the land where the event is being held.

PROCEDURES

While decisions about scientific presenters for ASA educational activities are made on scientific merit, the ASA acknowledges that unconscious bias is known to affect the assessments of merit relating to minority groups. The procedures described below are designed to apply the broad principle of diversity to the ASA's processes in an effort to counterbalance unconscious bias.

- All Board papers for major decisions will include a section that analyses the potential implications of the decision on the diverse groups listed in this policy.
- All proposed educational activities (webinars, masterclasses, conference sessions) will be reviewed for quality of the content. The proposed speakers and chairs will also be assessed for representational balance with preference given to those that address diversity in the representational balance.
- When keynote speakers for conferences are being considered, a balance of gender, discipline and geographic representation will be assessed.
- All proposal forms for education activities will include a section asking proposers to explain how their proposal supports the goals set out in this policy.
- Award and prize decisions will be made on merit, but also seek to ensure that appropriate balance over time is achieved in relation to the diverse groups covered in this policy.