



**RANZCO**

The Royal Australian  
and New Zealand  
College of Ophthalmologists

# Diversity and Inclusion Policy

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**Approved by:** Board

**Approval date:** 21 July 2016

**Next review:** 21 July 2019

**Version:** 1.0

## 1. Purpose and scope

This policy applies equally to all Fellows, Trainees, Associates and employees of RANZCO. It affirms RANZCO's commitment to ensuring all individuals who deal with RANZCO are treated in a manner that fosters inclusion and diversity and are able to contribute to their full potential.

## 2. Diversity and Inclusion

The RANZCO Board expects all Fellows, Trainees, Associates and employees to demonstrate, through their behaviours and actions, a commitment to fostering places of work and training where people feel included and valued. RANZCO recognises that it operates in environments of complexity; challenges are best overcome and opportunities best leveraged by the involvement of a variety of voices, vantage points, and expertise from people of different geographies, backgrounds and disciplines.

### 2.2 Definitions

**Diversity:** Diversity is about what makes each of us unique and includes our backgrounds, personality, life experiences and beliefs. It is in fact, all of the things that make us who we are. It is a combination of the visible and invisible differences that shape our view of the world, our perspective and our approach. (Deloitte 2011).

Diversity is about creating a workplace that includes everyone and excludes no one. It's about recognising, respecting, valuing and leveraging people differences based on a wide range of personal characteristics, including age, sex or gender, gender identity and or expression, sexual orientation, race, national or ethnic origin, language, culture, field of study/work/research, religious beliefs, political beliefs, family status, ideology, disability and abilities as well as diversity of thought, style and experience.

**Inclusion:** An inclusive culture is one in which people can contribute to the success of RANZCO as their authentic selves, while the organisation respects and leverages their talents and gives them a sense of connectedness (Groysberg Harvard Business Review 2013).

## 3. Commitment

RANZCO aims to:

- Embrace diversity across all areas of the College and leverage a diversity of perspectives
- Build a flexible College by providing opportunities for membership and training arrangements that are inclusive of the diverse needs of individuals at different career and life stages
- Respect stakeholder diversity by developing strong and sustainable relationships with diverse shareholders, communities, employees, governments, customers and suppliers
- Promote diversity in all the organisations the College has dealings with
- Foster an environment that allows all people to reach their full potential and deliver programs that assist in the personal and professional development of Fellows, Trainees, Associates and employees

- Eliminate unlawful discrimination, bullying, harassment or victimisation in all College operational environments

## 4. Rationale

Diversity and inclusion assist RANZCO in:

- Attracting and retaining the best staff, members and associates
- Producing Ophthalmologists who are clinically qualified and who are champions of diversity and inclusion
- Keeping the College agile and flexible by being responsive to a wide range of needs
- Creating a true sense of collegiality that is inclusive of all members, associates, employees and members of the allied health teams

## 5. Responsibilities

RANZCO regards all Fellows, Trainees, Associates and employees as being responsible for embracing and promoting diversity and inclusion within and outside of the College. In particular, the RANZCO Board and Council affirm their commitment to diversity and inclusion. The RANZCO Diversity and Inclusion Committee works to implement this Policy across College processes.

## 6. Related Documents

Diversity and Inclusion Committee Terms of Reference  
RANZCO Professional Code of Conduct  
By-Law - Discrimination, Harassment and Bullying

## 7. Related Legislation

The Australian Human Rights Commission Act 1986  
Human Rights Act 1993 (New Zealand)  
The Age Discrimination Act 2004 (Australia)  
The Sex Discrimination Act 1984 (Australia)  
The Racial Discrimination Act 1975 (Australia)  
The Racial Hatred Act 1995 (Australia)  
The Disability Discrimination Act 2005 (Australia)  
The Workplace Gender Equality Act 2012 (Australia)  
Employment Relations Act 2000 (New Zealand)  
The Fair Work Act and National Employment Standards (NES) (Australia)  
State-based and New Zealand anti-discrimination and OH&S laws

## 8. References

Deloitte, Only skin deep? Re-examining the business case for diversity, Deloitte point of view Human Capital Australia, 2011

[http://www.deloitte.com/assets/DcomAustralia/Local%20Assets/Documents/Services/Consulting/Human%20Capital/Diversity/Deloitte\\_Only\\_skin\\_deep\\_12\\_September\\_2011.pdf](http://www.deloitte.com/assets/DcomAustralia/Local%20Assets/Documents/Services/Consulting/Human%20Capital/Diversity/Deloitte_Only_skin_deep_12_September_2011.pdf)

B. Groysberg & K. Connolly Great Leaders Who Make the Mix Work Harvard Business Review September 2013

<https://hbr.org/2013/09/great-leaders-who-make-the-mix-work>

## 6. Record of amendments to this document

Page	Details of amendment	Date approved
		DD/MM/YY (GM/CEO/Board)