



# **Diversity Policy**

**(June 2021)**

## 1. Overview

The Society of Construction Law Australia (**SoCLA**) is committed to the promotion of diversity in the construction industry and within SoCLA.

Diversity refers to the variety of differences between people in an organisation and more broadly. Diversity encompasses a range of issues including (but not limited to) gender, race, disability, sexual orientation, gender identity, intersex status, occupation, cultural background, political and other opinion, geographic location, age and education.

This policy provides a framework for SoCLA's diversity-related initiatives, objectives, strategies and programs.

## 2. Objectives

SoCLA aims to promote and foster diversity in its activities and in the construction industry, including through:

- (a) aspiring to have an inclusive workplace where diversity is valued and people have equal access to opportunities regardless of their gender, age, race, disability, sexual orientation, gender identity, intersex status, cultural background, religion or family responsibilities;
- (b) encouraging participation in SoCLA events and activities by people from diverse backgrounds, including people of all ages and educational backgrounds;
- (c) encouraging diversity of participation on the SoCLA Board of Directors, including by:
  - professionals holding various occupations within the construction industry, particularly those in non-legal roles;
  - members from across all Australian jurisdictions.

Initiatives aimed at achieving the above objectives may include the following:

- (a) a commitment by the Board to approaching speakers from diverse backgrounds for events and panels. For major events and panels of 3 or more speakers, this includes offering opportunities for at least one female speaker if there is a suitable candidate. Similarly, consideration will be given to ensuring that speakers are, to the extent practicable, selected from a range of educational levels, cultural backgrounds and ages, among other considerations;
- (b) encouraging participation in SoCLA activities and on the Board by young members (in collaboration with the Young Constructors Subcommittee);
- (c) promoting education, including by providing access to programs and papers to the membership (in collaboration with the Academic Subcommittee, Events Subcommittee and Communications Subcommittee); and
- (d) utilising the constitutional power to co-opt up to six (6) new Directors to achieve the aim of diverse Board representation on both a geographic/jurisdictional basis as well as based on the variety of professions represented on the Board.

## 3. Questions

If you have any questions about this policy or the way that SoCLA events or programs are approaching diversity issues, please contact any member of the Executive of SoCLA (contact details are on our website).