

DIVERSITY STATEMENT

The ACCSM is committed to fostering a culture of diversity and inclusion among its staff and its membership and all those associated with the College. The College embraces and celebrates the differences and similarities of all, regardless of gender, age, ethnicity, culture, expression, sexual orientation, religion and disability. The ACCSM recognises that diversity leads to better decision making and better outcomes for the organisation, its members, and patients.

The ACCSM strives to achieve a safe, diverse and inclusive culture by:

- Recognising and facilitating women's participation in leadership roles within the College governance and management.
- Allowing additional weighting for under-represented groups in trainee selection.
- Ensuring equal opportunity for all applicants during staff and office bearer recruitment processes.
- Engaging with indigenous health experts to enhance staff and member understanding of cultural awareness and safety.
- Recognising and addressing diversity issues in its monitoring and evaluation activities.
- Actively working to remove barriers to participation across all facets of college activity.
- Providing criteria for cultural commitments in its exemptions, variations and breaks from training policies.
- Promoting best practice in special considerations for training and assessment processes.
- Ensuring policies are in place with clear expectations regarding bullying, discrimination and harassment and any offences of victimisation and defamation and the processes for addressing grievances.