

Diversity, equity, inclusion and belonging policy

Our Commitment

We advocate for our communities, stakeholders, members and team to ensure diversity, equity, inclusion and belonging (DEIB). It is our belief that diverse communities and inclusive practices deliver stronger outcomes for our members, our people and our business.

This DEIB policy supports our broader member, stakeholder, people and investment strategies, ensuring strong member outcomes and accountability for our DEIB practices.

Our Vision

We want to become a known leader in diversity, equity, inclusion and belonging. Our aim is to reach Best Practice level for measures within the Global Diversity, Equity and Inclusion Benchmark. Our Objective

To be the best place to work, Diversity, Equity and Inclusion play a key role. Creating high performing teams comes with safe psychological space and better financial performance that improve outcomes for our members.

What is diversity, equity, inclusion and belonging?

Diversity, equity, and inclusion seeks to help people navigate differences and similarities so that everyone can realise their potential.

Diversity refers to the mix of people in our organisation. That is all the differences between people in how they identify in relation to their:

- SOCIAL IDENTITY e.g., Aboriginal and/or Torres Strait Islander background, age, caring responsibilities, cultural background, disability status, gender identity, socio-economic background etc.
- PROFESSIONAL IDENTITY e.g., profession, education, work experiences, location etc.

These aspects come together in a unique way for each individual and shape the way they view and perceive their world and workplace – as well as how others view and treat them.).¹

Equity means providing fair and unbiased access to opportunities, learning and resources for all our people.

¹ [What is Diversity, Inclusion & Intersectionality? | Diversity Council Australia \(dca.org.au\)](https://dca.org.au/what-is-diversity-inclusion-intersectionality/), site viewed August 2023

Inclusion occurs when a diversity of people is respected, connected and are progressing and contributing to organisational success.²

Belonging occurs when everyone feels a sense of connection to an organisation. It is important because it brings out the best in everyone at work, improving employee wellbeing and job performance.

Our DEIB principles

Our guiding principles, which are goals we are striving to achieve, set out our expectations and approach for the delivery, promotion and encouragement of equitable, diverse, and inclusive practices and policies. It covers our interactions both for and with our communities, stakeholders, members, and each other.

- We expect equity and inclusion for all members and for all team members.
- We will make our services and products accessible to everyone.
- We attract and retain a diverse Board of Directors, Executives, and team members.
- We develop our leaders in DEIB.
- We increase awareness and educate our team members in DEIB.
- We ensure DEIB strategies and practices through our systems, practices, and people.
- We ensure our Employee Collective (employee network), and any representative teams or committees have diverse employee representation.
- We believe in the importance of measurement.

Our diversity, equity, inclusion and belonging policy aligns to:

- Our Reconciliation Action Plans
- Our Corporate Sustainability Strategy
- WGEA Employer of Choice for Gender Equality
- Our Values and Code of Conduct
- Our People policies
- Our legislative requirements to foster diversity, equity and inclusion.

How we bring DEIB to life

We bring DEIB to life through a variety of ways including through [our values](#), code of conduct and interactions, hiring processes and employee benefits such as flexible work arrangements and leave benefits. We also bring DEIB to life through:

² Diversity Council Australia, Inclusion@Work Index 2017-2018, Synopsis, p6.

- The WGEA Employer of Choice for Gender Equality (EOCGE) citation which reflects our commitment to workplace gender equality
- Our Chair, Sam Mostyn and our CEO, Deanne Stewart's advocacy of gender equality. Deanne was honoured by the Workplace Gender Equality Agency as a pay equity ambassador in 2019.
- Our Pay Gap O'clock campaign, designed to call out the average time in the workday a woman stops being paid according to the Gender Pay Gap
- Our [Hold the Door report](#), highlighting that gender pay inequality is one of five significant examples of unconscious bias faced by women in the years before retirement.
- Ensuring equal gender representation in leadership positions
- Ensuring a robust pay equity review process
- Employee and leader specific training including Inclusive leadership, Inclusive hiring practices and unconscious bias education
- Indigenous culture awareness training
- Conducting an Acknowledgement of Country in meetings and events
- Our Employee Collectives who deliver a calendar of events, raising awareness of topics important to our people while also reflecting and celebrating the diversity of our people, members and broader communities

Reviewing our progress

We will work toward our vision by monitoring progress towards our goals and principles. We will have achieved success if we improve our employees' sense of belonging at Aware Super and show that employee experience across our diversity groups improves over time.

Our corporate diversity partnerships

We partner with relevant not-for-profit employer organisations including, Reconciliation Australia, Diversity Council Australia, Australian Network on Disability and Pride in Diversity.

These organisations provide us with access to specialist knowledge on matters relating to workplace inclusion and diversity. They also provide tailored advice to help inform and shape our inclusion policies, strategies and action plans.

