



AUSTRALIAN

EVALUATION

SOCIETY



Improving the theory, practice and
the use of evaluation

AES DRAFT DIVERSITY AND INCLUSION POLICY STATEMENT

AES22, Adelaide, 31/08/2022

WHAT WE WILL COVER

- Process for developing the Diversity and Inclusion Policy Statement
- Draft vision statement and scope
- Definitions of diversity and inclusion used
- Key principles proposed for the organisation
- What will the principles look like in action?
- The next steps from here

WHAT WE WANT FROM YOU!

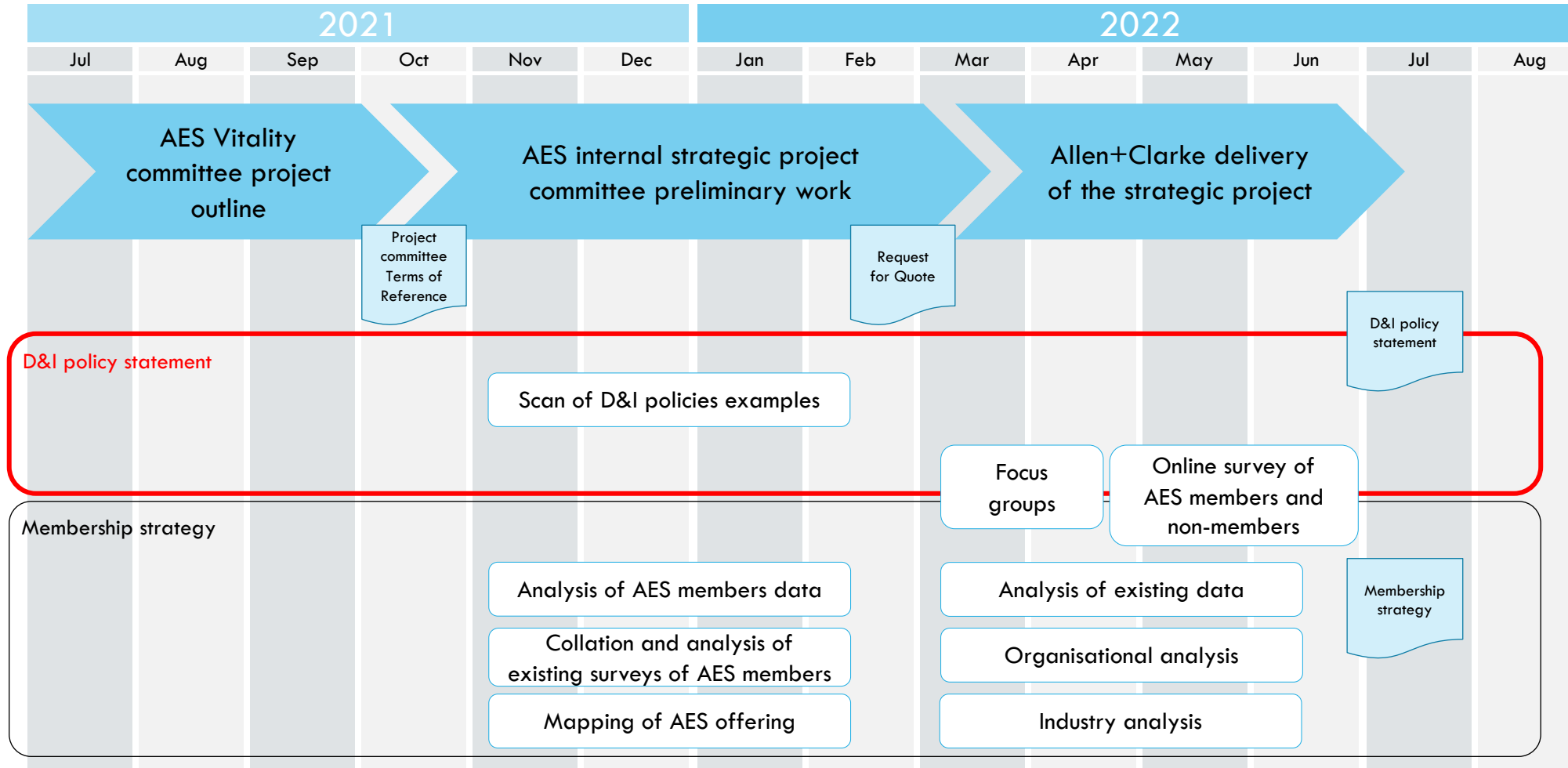
- Your feedback on the process and initial ideas
- Honest and robust engagement
- A real conversation – this policy needs to be informed and owned by members!

THE AES DIVERSITY & INCLUSION STRATEGIC PROJECT

Purpose: deliver on the proposed priority under the AES 2019-2022 strategic plan
Vitality domain: ‘Develop and implement an inclusion and diversity strategy’

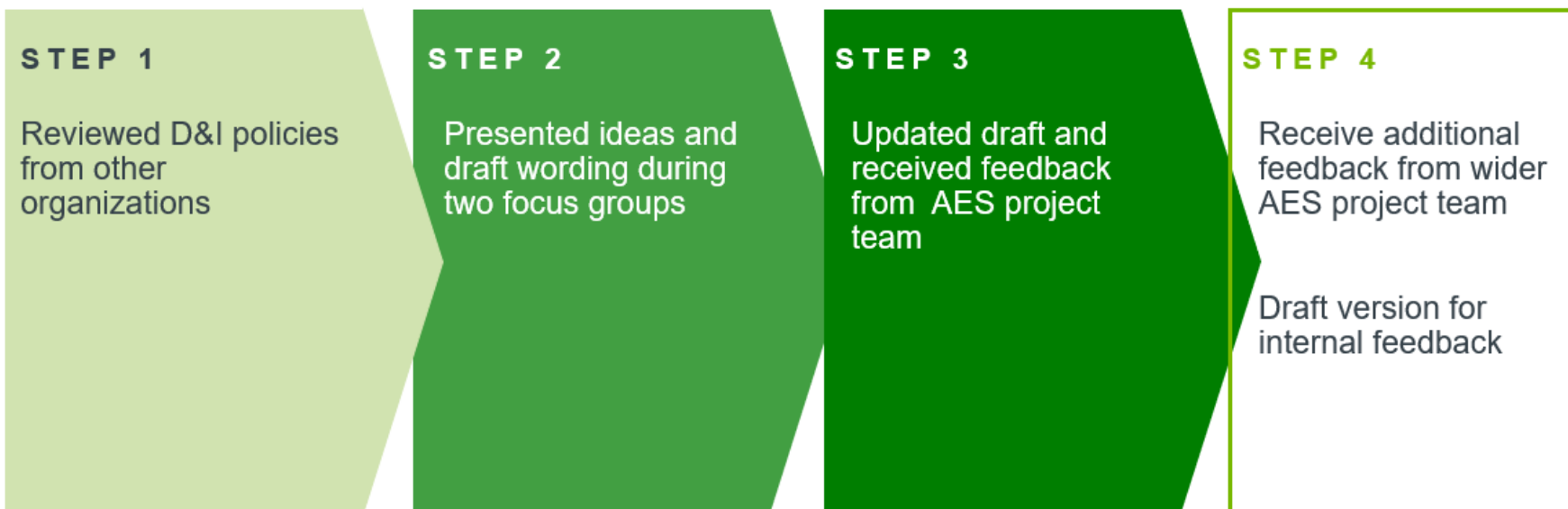
Work stream	Objective
Develop an AES Diversity and Inclusion policy	Document the overarching principles of diversity and inclusion that will guide the work of the AES
Develop a high level AES membership strategy	Outline focus areas and recommendations for the AES future membership strategy to strengthen retention of existing members and increase attraction of new members from diverse disciplinary backgrounds.

AN INTERNAL PROJECT WITH EXTERNAL SUPPORT AND EXPERTISE



THE DEVELOPMENT OF THE POLICY STATEMENT

Methods



VISION AND SCOPE



Vision statement

Our vision is for an organisation where the diversity of our evaluation community is embraced and members of the Australian Evaluation Society value and learn from each other in an inclusive and welcoming environment. The diverse experiences and perspectives of our community will enrich AES membership and the organisation.



Scope

This Diversity and Inclusion Policy applies to all AES members, employees, volunteers, directors, officers and contractors. It is concerned with the diversity and inclusion of the organisation and its members but does not extend to diversity of evaluation practice, which is addressed through other aspects of the AES Strategic Plan.

WHAT DO WE MEAN?

Diversity	Diversity at AES is about the ways in which people differ, whether visibly or not, and what makes a person unique. People are unique because of an infinite range and combination of characteristics including their gender, age, culture, ethnicity, race, disability, language, religion, sexual orientation, educational background, geography, socio-economic factors, skill, work style, caring responsibility, family status, medical condition, cognitive functioning, personality and many other individual characteristics and experiences.
Inclusion	Inclusion at AES means an environment where all people are valued, the diversity of people's identity and experiences is respected, and members enjoy equal opportunity without any barriers due to personal characteristics or circumstances.
Equity	Equity at AES means just and fair inclusion in which all can participate, prosper and provide conditions that allow all to reach their full potential.
Accessibility	Accessibility means AES's commitment to design AES offerings to be flexible and accommodate the needs and preferences of members and potential members along the continuum of human ability and experience.

OUR COMMITMENT

1. We are a welcoming, safe, respectful and nurturing organisation

We provide a safe, friendly, respectful and inclusive organisation for all members and potential members so that everyone feels valued and part of our community.

2. We embrace the diversity in our community, as this is how we learn from each other and enrich our organisation

We support our diverse communities to contribute and support our members to learn from each other. As we increase the diversity and inclusion of our membership base, we build diversity of perspectives and our individual and collective knowledge. We support engagement, collaboration and outcomes that value membership diversity.

3. We encourage and nurture the development of our members and support diverse leadership

We encourage and nurture members of our evaluation community and tackle any barriers to inclusion, access and development. We support a diverse range of members on the pathway to developing into leaders, for example, encouraging a diverse range of people to participate in AES governance committees.

DISCUSSION POINT 1

- What would you like to see happening against those commitments?
 1. We are a welcoming, safe, respectful and nurturing organisation
 2. We embrace the diversity in our community, as this is how we learn from each other and enrich our organisation
 3. We encourage and nurture the development of our members and support diverse leadership

DISCUSSION POINT 2

- Here are some ideas of what that could look like in practice, what do you think?

Principle 1: We are a welcoming, safe and nurturing organisation

Action: We will ensure that AES offerings/ services are accessible and welcoming and underpinned by principles of inclusion by:

Engaging suppliers and working with partners who are genuinely committed to inclusive practices.

Ensuring **conference and event organisers** are supported to plan and design events in accordance with principles of human rights, equity, inclusion and intersectionality (for example by distributing guidance to event organisers such as education and training, and inclusive events checklists).

Enabling a **knowledge-sharing forum** across Regional Networks to share knowledge and experience **about inclusive practices**, including those relating to communication mechanisms, accessibility and effectively reaching a diverse audience.

Collecting ongoing member data about diversity dimensions such as age, disability, cultural background and gender identity at registration/ renewal and in line with best practice guidelines as part of implementing the AES Membership Strategy.

Targeting membership recruitment practices to attract the widest pool of people, including those from diverse backgrounds and those who are historically under-represented in the evaluation sector, as part of implementing the AES Membership Strategy.

Principle 2: We embrace the diversity in our community, as this is how we learn from each other and enrich our organisation

Action: We will encourage all members to feel connected to and contribute to AES's goals, outcomes and work by:

Embedding diversity and inclusion considerations in AES policy and strategy.

Seeking diversity on all committees and representative groups.

Offering a voice for diverse communities at events and forums.

In accordance with the AES Strategic Plan:

- providing cultural safety training for members
- providing support and ongoing commitment to Indigenous evaluators
- continuing to strengthen relationships with a diverse range of evaluators, including Indigenous evaluators across the Pacific
- creating a proactive participation strategy for member involvement.

Looking for opportunities to **promote, recognise and reward inclusive practices**, such as through the annual awards process.

Principle 3: We encourage and nurture the development of our members and support diverse leadership

Action: We will actively support development of members and diverse leadership by:

Providing **mentoring opportunities** and ensuring that the AES Group Mentoring Program considers all forms of diversity, and accessibility and inclusivity needs.

Providing tools and **access to new learnings and ensuring these are accessible to a diverse membership base.**

Incorporating support for the Diversity and Inclusion Policy into the terms of reference of the Multicultural Evaluation and Emerging Evaluators for Social Justice special interest groups. This will include **committing to supporting the development of emerging leaders from diverse backgrounds.**

Ensuring that AES services/ offerings address the specific needs and risks for different individuals and groups.

NEXT STEPS

- Finalise policy statement
- Put it the to AES board for final approval
- Vitality committee to agree on the next steps to implement it