

DIVERSITY AND INCLUSION GROUP CHARTER

Purpose

The purpose of the Diversity and Inclusion Group within the Australian Steel Institute (ASI) is to cultivate a diverse and inclusive culture within the Australian steel industry. Our aim is to foster an environment that values and embraces differences, promotes equal opportunities, and ensures that all individuals within the industry feel respected, valued, and empowered.

Objectives

The objectives of the Diversity and Inclusion Group within the ASI are as follows:

- a) Promote awareness and understanding of diversity and inclusion principles among ASI members and the wider steel industry.
- b) Identify and address barriers to diversity and inclusion within the Australian steel industry.
- c) Develop and implement initiatives that attract, retain, and advance a diverse workforce within the industry.
- d) Foster a culture of inclusivity that values and incorporates diverse perspectives and experiences.
- e) Collaborate with other industry stakeholders to integrate diversity and inclusion principles into industry policies, practices, and decision-making processes.
- f) Provide support, resources, and training to enhance cultural competency and sensitivity within the Australian steel industry.

Roles and Responsibilities

Group Leader:

- Facilitate group meetings and ensure that all agenda items are covered.
- Coordinate and delegate tasks to group members.
- Act as the primary point of contact for the group within the ASI.

Group Members:

- Attend group meetings regularly and actively participate in discussions and activities.
- Contribute ideas, expertise, and insights to support diversity and inclusion initiatives within the Australian steel industry.
- Collaborate with other members to implement action plans and initiatives.
- Represent the Diversity and Inclusion Group in relevant ASI activities or events.

Group Structure

Meetings:

- The group will hold regular meetings, the frequency of which will be determined by the group leader in conjunction with the ASI.
- Meeting agendas will be shared in advance, and minutes will be documented for reference.

Subcommittees or Workgroups:

- The group may establish subcommittees or workgroups to focus on specific diversity and inclusion initiatives or projects.
- Subcommittees or workgroups will have designated leaders and will report progress to the main group.

Collaboration and Communication

Internal Collaboration:

- The Diversity and Inclusion Group will collaborate with various ASI committees, members, and stakeholders to align diversity and inclusion efforts within the Australian steel industry.
- Sharing best practices, knowledge, and resources will be encouraged among ASI members.

External Engagement:

The group may seek partnerships with external organisations and participate in industry networks to stay informed about diversity and inclusion trends and practices within the Australian steel industry.

Accountability and Reporting

Progress Tracking:

- The group will track the progress of diversity and inclusion initiatives and report regularly on achievements, challenges, and recommendations.
- Key performance indicators and metrics will be established to assess the impact of diversity and inclusion efforts within the Australian steel industry.

Reporting:

- Reports will be shared with ASI executive leadership and relevant stakeholders to ensure transparency and accountability.

Evaluation and Continuous Improvement

Evaluation:

- The group will periodically evaluate the effectiveness of diversity and inclusion initiatives and adjust strategies as necessary.
- Feedback from ASI members and industry stakeholders will be sought to inform continuous improvement efforts.

Learning and Development:

- Group members will have opportunities for learning and development in areas related to diversity, inclusion, and cultural competence within the Australian steel industry.

Review and Amendment

This charter will be periodically reviewed no less than once annually to ensure its alignment with the evolving needs and goals of the ASI and the Australian steel industry.