

## Diversity and Inclusion Policy

This policy outlines the Energy Club WA's commitment to fostering an inclusive, respectful, and diverse community for all members, staff, stakeholders, and program participants. It aligns with the Club's Constitution, governance framework, and 2024–2026 Diversity and Inclusion Strategy.

### 1. Purpose

To foster an inclusive and welcoming environment that reflects the diversity of the energy sector, encourages meaningful participation from all members, and strengthens engagement by ensuring equitable access to opportunities across ECWA's activities, programs, and governance.

### 2. Scope

This policy applies to all members, Board members, staff, volunteers, sponsors, speakers, and participants in Club programs and events.

### 3. Our Commitment

- Ensure that all individuals feel respected, valued, and included.
- Reflect the diversity of the WA energy sector in our membership, leadership, and programming.
- Empower underrepresented groups through outreach, engagement, and leadership pathways.

### 4. Pillars of Diversity

- Gender equity and balanced representation across leadership and participation.
- Generational diversity, especially through the Young Professionals and Next Generation Schools Program.
- Cultural inclusion and respect for Aboriginal and Torres Strait Islander voices.
- Professional diversity, including disciplines across the energy value chain.
- Accessibility and inclusion regardless of age, ability, background or identity.

### 5. D&I Maturity Model

*Level 1 – Awareness:* Identify and recognise D&I challenges within the Club.

*Level 2 – Understanding:* Explore the causes and consequences of inequality and educate members.

*Level 3 – Action:* Implement targeted programs and inclusive governance reforms.

*Level 4 – Celebration:* Visibly recognise and promote diverse contributions within the Club.

### 6. Governance and Accountability

#### Leadership Commitment:

Board leadership takes responsibility for setting an example of inclusive behavior and promoting diversity.

They actively participate in initiatives that foster a diverse and inclusive culture.

**Management, Employees and Sub committees:**

Managers, employees and subcommittees are accountable for promoting diversity and inclusion within their teams.

They address any instances of discrimination or bias promptly and appropriately.

**Data:**

D&I data insights will be collected and used to drive proactive culture shifts. D&I data insights will be reported through the Club's annual report or AGM

**7. Inclusive Practice in Club Activities**

Ensure panels, speakers, and event participants represent diverse perspectives.

Use inclusive language in all communications and promotions.

Design networking and educational programs that are accessible and inclusive.

Apply D&I criteria when forming committees, judging awards, and approving member offers.

**8. Next Generation and Outreach**

The Schools Program will model inclusive representation and promote STEM to all students.

All volunteers must comply with the Working with Children Policy and training requirements.

**9. Partnerships and Sponsorships**

Engage with sponsors and partners who reflect and support the Club's D&I goals.

Prioritise inclusive collaboration opportunities, especially with emerging professionals and diverse-led organisations.

**10. Complaints and Breaches**

Any breaches of this policy may be addressed under the Club's Code of Conduct and Fair Process Policy.

Members may report concerns confidentially to the Managing Governor or President.

**11. Review**

This policy will be reviewed biennially or as needed based on governance, sector, or legal updates.