

Equity, Diversity, Inclusion, Belonging, and Justice (EDIBJ) Policy

Australia and New Zealand Transplant and Cellular Therapies Ltd (ANZTCT)

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Introduction

ANZTCT is committed to fostering an equitable, diverse, inclusive, and just environment where all individuals feel a sense of belonging. We recognize that equity, diversity, inclusion, belonging, and justice (EDIBJ) are fundamental to advancing health outcomes, enhancing innovation, and building stronger, more compassionate communities. This policy aligns with ANZTCT's mission to promote excellence in transplant and cellular therapies and ensures that our practices reflect our values.

Purpose

The purpose of this policy is to:

- Establish ANZTCT's commitment to EDIBJ principles across all areas of operation.
- Ensure that the principles of intersectionality inform decision-making and program development.
- Promote equitable access to resources, opportunities, and support for all ANZTCT members, employees, patients, and stakeholders.
- Identify and address barriers to inclusion and belonging.
- Foster psychological safety and cultural safety in all interactions and decision-making processes.

Scope

This policy applies to:

- All ANZTCT members, employees, Directors, contractors, and volunteers.
- Activities, initiatives, and partnerships undertaken by ANZTCT.
- Interactions with patients, caregivers, healthcare professionals, and stakeholders within the transplant and cellular therapies community.

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Principles

1. Equity

- Ensure fair access to opportunities and resources, addressing systemic barriers and disadvantages.
- Recognize and mitigate disparities in health outcomes for marginalized populations.

2. Diversity

- Value and respect the unique contributions of individuals from diverse backgrounds, including but not limited to gender, sexuality, race, culture, language, religion, age, disability, socioeconomic status, and geographic location.

3. Inclusion

- Foster an environment where all individuals feel respected, valued, and empowered to contribute.
- Promote inclusive practices in all ANZTCT initiatives, policies, and partnerships.

4. Belonging

- Create a culture where everyone feels welcomed and connected to the ANZTCT community.
- Recognize and celebrate diverse identities and experiences.

5. Justice

- Actively address inequities and advocate for systemic changes to reduce disparities.
- Commit to ethical practices that uphold the dignity and rights of all individuals.

6. Psychological and Cultural Safety

- Ensure all individuals feel safe to express themselves without fear of judgment, exclusion, or retaliation.
- Respect and honor the cultural identities and lived experiences of all stakeholders.

Implementation Strategies

To realize the principles of EDIBJ, ANZTCT will:

1. Education and Training

- Provide regular training for members, employees, and stakeholders on EDIBJ principles, including cultural competency, unconscious bias, and anti-discrimination.
- Introduce tools like the "Wheel of Power and Privilege" to support problem-solving through an intersectional lens and deepen understanding of privilege and marginalization.

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2. Policy and Program Design

- Embed EDIBJ considerations into all policies, programs, and strategic initiatives.
- Use an intersectional framework to assess the impact of decisions on diverse populations.

3. Equity in Membership and Leadership

- Promote diverse representation in ANZTCT's leadership, committees, and special interest groups.
- Ensure equitable access to leadership and professional development opportunities.

4. Safe and Inclusive Spaces

- Create and maintain environments free from discrimination, harassment, and bullying.
- Implement mechanisms for reporting and addressing grievances related to EDIBJ concerns.

5. Collaboration and Advocacy

- Partner with organizations and communities to promote health equity and inclusivity in transplant and cellular therapies.
- Advocate for policies and practices that advance EDIBJ at local, national, and international levels.

Evaluation and Accountability

ANZTCT will:

- Establish metrics to evaluate the effectiveness of EDIBJ initiatives and report progress annually.
- Conduct regular reviews of this policy to ensure it remains relevant and effective.
- Hold members, employees, and stakeholders accountable for upholding EDIBJ principles through clear guidelines and disciplinary measures when necessary.

Conclusion

ANZTCT is dedicated to creating a culture of equity, diversity, inclusion, belonging, and justice. By embedding these principles into all aspects of our work, we aim to build a stronger, more inclusive community that advances the field of transplant and cellular therapies while improving outcomes for all patients.

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