

# Diversity and Inclusion Policy

## College Statement

The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG/College), recognises that being a membership organisation

encompasses the ways people differ in terms of their educational background, life and working experiences, carer responsibilities, socio-economic background, and geographical location.

- b.                refers to an environment that makes every individual or group feel comfortable and safe to speak up and be themselves, where similarities and differences are not just accepted, but are valued and utilised to achieve a common goal or objective.

### 3. Practices &



- RANZCOG will endeavour to host events that are physically accessible and timed in a way that accommodates the needs of a diverse range of individuals.
- RANZCOG endeavours to have diversity of experience, gender and background in our speakers and panellists at all RANZCOG events.

## 4. Accountabilities and Responsibilities

All diversity and inclusion programs and initiatives at RANZCOG will be monitored by the People, Wellbeing and Facilities Department who will report on

## 6. Monitoring and Review

RANZCOG will: