

DISABILITY, DIVERSITY, AND INCLUSION POLICY

1. Introduction and Purpose

This policy outlines the Australian and New Zealand Intensive Care Society's (ANZICS) commitment to fostering inclusion and diversity in all its activities, with a particular focus on ensuring respect, value, and equal opportunities for vulnerable, marginalised, and excluded individuals.

Further, ANZICS is dedicated to advancing disability inclusion, both in its local initiatives and international development work through the Global Intensive Care Initiative (GICI) projects, recognising equality as a fundamental human right and essential for sustainable development.

This policy establishes a framework for defining and fostering the inclusion of people with disabilities (PWD) within the scope of the ANZICS. It underscores ANZICS' commitment and responsibility to the local partners and communities that it collaborates with and supports, locally and around the world.

ANZICS will seek to implement necessary and appropriate modifications and adjustments to our programs to ensure that individuals with disabilities can exercise their full range of human rights and fundamental freedoms on an equal footing with others, thereby ensuring equitable access to services provided under ANZICS.

2. Scope

This policy applies to both salaried and non-salaried ANZICS personnel and extends to all Board members, Committee members, Staff, Contractors, Volunteers and partner staff.

3. Definitions

<p>Accessibility</p>	<p>means ensuring that services, programs, and facilities are designed to accommodate individuals with disabilities. This includes making websites, physical spaces, and resources accessible to all, removing barriers to participation, and promoting inclusivity and equal access for everyone.</p>
<p>Disability</p>	<p>refers to impairments, limitations in activities, or restrictions in participation experienced by individuals due to physical, sensory, intellectual, and/or mental health conditions. It encompasses a wide range of challenges that affect daily functioning and may vary in severity.</p>

Discrimination	is treating individuals unfairly on the grounds of a characteristic of the individual including disabilities. This includes direct mistreatment, indirect disadvantages, harassment, or failing to provide reasonable accommodations. It undermines equal opportunities and an inclusive workplace.
Diversity	refers to the variety of different backgrounds, perspectives, and characteristics present within a group or organisation. It encompasses, but is not limited to, differences in race, ethnicity, gender, sexual orientation, age, disability, religion, socioeconomic status, and more.
Inclusion	refers to creating an environment where all individuals are valued, respected, and supported, regardless of their differences. It involves actively accepting diversity and ensuring that everyone has equal access to opportunities, resources, and participation.
Marginalisation and Exclusion	marginalisation and exclusion can arise due to various intersecting factors, including but not limited to socio-economic status, age, disability, ethnicity and race, geographic location, sexual orientation, sex, and gender identity.
Reasonable Accommodation	refers to reasonable modifications or adjustments made to the work environment, job duties, or policies that enable individuals with disabilities to perform their job duties effectively and participate maximally in the workplace
Reasonable Adjustment	refers to reasonable modifications or changes made to accommodate individuals with disabilities or other special needs in the workplace
Representation of Disabled Persons Organisations	refers to the presence, visibility, and participation of individuals with disabilities and/or disability-related groups in decision-making processes, policies, and initiatives that affect them. It involves ensuring that the perspectives, experiences, and needs of disabled persons are adequately represented and considered in various forums, including advisory committees, advocacy groups, and community organisations

4. Guiding Principles

ANZICS approach to inclusion is underpinned by the following principles:

- 4.1 Equity: Ensuring fair treatment, opportunities, and advancement for all, while seeking to identify and eliminate barriers that have prevented the full participation of some groups.
- 4.2 Respect: Acknowledging diverse perspectives and treating all individuals with dignity.
- 4.3 Empowerment: Promoting the capacity of individuals and communities to take control of their

own lives and make informed decisions.

- 4.4 Participation: Encouraging and facilitating the active involvement of all appropriate stakeholders, including those from marginalised and excluded groups, in decision-making processes.

ANZICS approach to disability is underpinned by the following principles:

- 4.5 ANZICS acknowledges that addressing inequalities related to disability is essential for inclusive development. We are committed to promoting equal access and raising awareness, as appropriate and feasible, for individuals of all abilities in ANZICS activities.
- 4.6 ANZICS seeks to ensure that the design, implementation, monitoring, and evaluation of programs are guided by the principle of equality that all individuals possess inherent equal rights, protected by law, which are fundamental to a free and dignified existence.
- 4.7 ANZICS seeks to ensure that disability inclusion is considered as a fundamental aspect across all programs and projects.
- 4.8 ANZICS seeks to integrate disability assessment, analysing the local context and barriers to full participation, into all situational analyses and consult with Disabled Persons' Organisations (DPOs) during this process.
- 4.9 ANZICS seeks to review and appraise program designs and proposals to ensure that disability inclusion has been adequately considered and addressed wherever practicable.
- 4.10 ANZICS seeks to utilise disability-inclusive monitoring, evaluation, and learning approaches, including data disaggregation and information about barriers to inclusion.
- 4.11 ANZICS seeks that advocacy agendas empower, protect and include the most vulnerable individuals within a community.

5. Procedures

To operationalise commitment to inclusion, the following procedures and practices are implemented:

- 5.1 Conduct a thorough contextual analysis of our programs to understand the intersecting drivers of exclusion in the specific contexts where we operate.
- 5.2 Include explicit references to inclusion and avoidance of systems of exclusion in all design templates and appraisal/selection processes. Ensure that project designs incorporate strategies to address identified barriers to inclusion.
- 5.3 Support initiatives that focus on the inclusion and representation of vulnerable, marginalised, and excluded people as they relate to intensive care medicine and the work and operation of ANZICS. Develop and implement monitoring and evaluation frameworks that include indicators for measuring progress in addressing the needs and rights of marginalised and excluded groups and addressing any deficiencies identified to afford them dignity and equality.
- 5.4 Provide ongoing training and capacity-building opportunities for staff and partners on issues related to equality, inclusion, diversity, and equity.
- 5.5 Foster a culture of learning and adaptation to improve inclusive practices continually.

6. Legal Framework and Regulations

ANZICS is dedicated to supporting the following international and Australian objectives, industry benchmarks, and legal mandates within its work including its work in global health programs:

- 6.1 Alignment with the United Nations Sustainable Development Goals (SDGs), particularly Goal 3: Ensuring healthy lives and promoting well-being for all at all ages¹. ANZICS acknowledges the importance of integration of disability inclusion across all SDGs.
- 6.2 Adherence to the Australian Council for International Development (ACFID) Code of Conduct Commitment 2.4: Advocating for the empowerment of individuals with disabilities.
- 6.3 Aligning with the Australian Government Department of Foreign Affairs and Trade's International Disability Equity and Rights Strategy.
- 6.4 Compliance with the following Australian legislation, international conventions, and frameworks:
 - 6.4.1 Human Rights and Equal Opportunity Commission Act 1986 (Commonwealth).
 - 6.4.2 Equal Opportunity Act 2010 (Victoria).
 - 6.4.3 Disability Discrimination Act 1992 (Commonwealth).
 - 6.4.4 The Universal Declaration of Human Rights and the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD).

7. Reporting and Accountability

- Ensure transparency by regularly reporting on inclusion and disability inclusion efforts and outcomes to stakeholders through ANZICS Annual Reports, APD/ANZPICS benchmarking work and other communication channels.
- Ensure complaint processes adequately support mechanisms for feedback and grievances to address any concerns related to disability, diversity and inclusion.

8. Policy Review

This policy will be reviewed every three years, or earlier if deemed necessary.

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Drafted by	GICI Project Manager
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¹ United Nations. "Sustainable Development Goal 3: Ensure healthy lives and promote well-being for all at all ages." United Nations, <https://sdgs.un.org/goals/goal3>. Accessed 14/08/2024.