

Sydney Gay and Lesbian Mardi Gras Board Composition and Diversity Policy

Purpose

Sydney Gay and Lesbian Mardi Gras (SGLMG) has a large and diverse membership. SGLMG members come from a broad range of gender identities, sexual orientation, intersex status, age, language, First Nations, cultural backgrounds, family and caring responsibilities, life experience, education, socioeconomic background, disabilities, and values.

The Board of SGLMG recognises that people from different backgrounds bring diverse skills, knowledge and experiences that assist in decision making that reflects the diversity of our members. Accordingly, the Board is committed to promoting a culture that actively values those differences. The Board believes that diversity on the Board is an important part of promoting a culture of diversity of thought and inclusion.

The SGLMG Board Composition and Diversity Policy (Policy) sets down the framework for the Board's approach to diversity on the Board. The Policy applies to the SGLMG Board.

Objectives

The objectives of this Policy are to:

- a.
 - a. ensure membership of the Board includes a diverse mix of sexual orientation and gender identity, intersex status to be representative of the SGLMG membership and community.
 - b. achieve a diverse Board with a range of skills, professional and industry backgrounds, expertise, ethnicity and diversity of thought, views, insights, perspectives and opinions to improve decision making and be of benefit to the SGLMG membership; and
 - c. deliver a culture of diversity and inclusion across the organisation, with the Board championing diversity and inclusion in support of the objects and values of SGLMG.

Targets

The Board aspires to achieve the following diversity targets:

- a. 40% representation of women, 40% representation of men on the Board, and 20% unallocated to provide an opportunity for under-represented diversity groups; and
- b. at least one Director being a First Nations person.

Aspiration and timing

The Board's aspiration in relation to diversity targets is to be achieved as soon as reasonably practicable, or by December 2023.

Relevant considerations in relation to timing for achieving the aspiration include:

- the terms of the current Directors
- any Board vacancies that may occur
- the skills, knowledge and experience of the current Directors; and
- the contributions of the current Directors.

Monitoring and Reporting

The People and Nominations Committee (PAN) is responsible for ensuring that the Board has the right balance of skills, experience and knowledge and, in accordance with its terms of reference, shall:

- regularly review Board composition, succession planning, talent development, and the broader aspects of diversity against this policy and the Board Skills Matrix
- work specifically with directors elected by the SGLMG membership to identify any individual skill gaps and training and development opportunities to ensure all board members carry out their directors duties to the best of the ability
- search for directors who understand the SGLMG's values and approach to diversity, and will comply with those values and approach in identifying and proposing suitable candidates for appointment to the Board
- identify suitable candidates for appointment to Board vacancies based on merit against the Board Skills Matrix having regard to:
 - the benefits of diversity in the success of SGLMG; and
 - the skills, experience, background, independence, expertise and gender identities of current members of the Board.
- report annually on the implementation of the Policy and the Board Skills Matrix and other matters as required by Australian Corporation Law and other regulatory and statutory requirements; and
- review the Policy regularly and recommend any revisions to the Board.

Training and awareness

The SGLMG Board will support its directors receiving training on their obligations in relation to this Policy.

Related policies

This Policy should also be read and followed in conjunction with the following policies and procedures which apply to SGLMG:

The Board Code of Conduct

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