

# Statement of Commitment to Inclusion, Diversity and Environmental Sustainability

Prepared by the Perth18 Academic Team

## 1. Acknowledgement

- 1.1. The Perth18 Academic Team acknowledges that Convention is being held on Whadjuk Noongar land, and that Whadjuk Noongar people remain the spiritual and cultural custodians of their land, and continue to practise their values, languages, beliefs and knowledge.

## 2. General Statement on Inclusion and Diversity

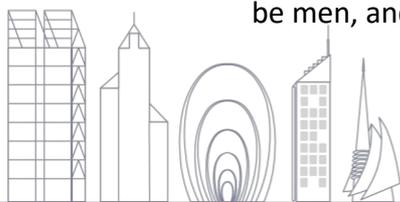
- 2.1. The Perth18 team values diversity of thought and experience, and believes that the Academic programme at Perth18 should be as inclusive and diverse as possible.
- 2.2. Convention attendees, medical students and the contemporary medical profession represent a rich width and breadth of diversity of experiences and interests, and we believe our programme should reflect and cater for this.

## 3. Definitions

- 3.1. For the Perth18 team, diversity and inclusions means creating a Convention that is inclusive of all people, across the entire spectrum of age, gender identity, disability, sexuality, cultural and linguistic background and Aboriginal and Torres Strait Islander status. Further, we recognise the intersectionality that comes with membership to these groups.
- 3.2. We also recognise that inclusion and diversity is not just about demographics. To this end, we have adopted a number of guiding principles for our speaker selection process, outlined below.

## 4. Speaker Selection: Guiding Principles

- 4.1. *Achievement Relative to Opportunity*  
In deciding which potential speakers and workshop co-ordinators to approach, the Academic Team has used the framework of "[Achievement Relative to Opportunity](#)" guided by the University of Western Australia's policy.
- 4.2. This is an evaluative framework of what an individual has achieved given the opportunity available to them. When deciding speakers, weight is given to overall quality and impact of an individual's achievements.
- 4.3. *Gender Inclusion*  
AMSA has a proud history of promoting the participation of and advocacy for women medical students, including the launch of the inaugural [Women in Mentorship Leadership Program](#) in 2017. In line with AMSA's [commitment to Gender Equity](#), Perth18 has adopted the principle of 40/40/20 to achieve an adequate balance of genders. That is, at least 40% of speakers will be women, at least 40% will be men, and the remaining 20% may be any gender.



#### 4.4. *“No Conversation About Us, Without Us”*

Perth18 and AMSA believe Convention is a fantastic opportunity for medical students to hear ideas that may challenge their perceptions, and to truly experience “the other side.” Perth18 is committed to giving a voice to a variety of groups that medical students may not normally hear from. To facilitate this, we maintain that, where possible, discussions about certain groups will include representatives from those groups.

#### 4.5. *Content Diversity*

The Perth18 recognises Convention attendees are interested in a wide range of medical fields. To facilitate this, the Academic team aims to invite speakers from a substantial variety of medical specialties and relevant allied health professions. Further, a number of speakers will be prominent, engaging speakers from a non-health related field.

In the context of panel discussions and debate, we will ensure different points of views are represented.

### 5. Flexibility for Presenters

5.1. The Perth18 Academic Team will be as flexible and accommodating for all Convention presenters. When creating the speaker schedule, we are committed to accommodating the timetabling needs of presenters. In particular, the team acknowledges the difficulties of balancing professional commitments with raising young families and will accommodate scheduling requirements where possible.

5.2. Facilities will be available at the Convention centre for speakers’ families if required. Further, crèche facilities will also be made available for delegates to use should they need.

### 6. Accessibility

6.1. Perth18 is meant to be a convention for all medical students, regardless of accessibility needs. Our main venue, the Perth Exhibition and Convention Centre, [is wheelchair accessible](#) and a number of additional accessibility arrangements are possible.

6.2. Venues for excursions will be screened for accessibility. Further specific provisions will be afforded to best accommodate people with other accessibility requirements, such as closed captioning, Auslan interpreters and live video feeds where required.

### 7. Environmental Sustainability

7.1. The Perth18 Academic team recognises climate change as the biggest global health threat of the 21<sup>st</sup> century. As a team, we commit to minimising our environmental impact throughout the organisation and course of Perth18 Convention.

7.2. The team has adopted a number of strategies to reduce our impact, as guided by the following documents:

7.2.1. AMSA Green Guidelines (2012)

7.2.2. [WAMSS Event Emission Reduction Guide](#)



- 7.3. These strategies have been used in the lead-up to Convention (e.g. elimination of hard copy meeting documents, the use of Skype to avoid travel) and will be used during Convention (e.g. speakers and workshops will be promoted electronically, gifts for speakers will be environmentally sustainable).
- 7.4. Some examples of other initiatives include, but are not limited to:
- 7.4.1. discourage the use of paper hand-outs and butchers paper during workshops
  - 7.4.2. encourage online applications and websites for information sharing
  - 7.4.3. ensuring all of our speakers' flights, travel and accommodation are carbon offset
  - 7.4.4. encourage public transport usage to and from excursions and session

## 8. Attendee Code of Conduct and Speaker Agreement

- 8.1. The Perth18 Academic team is committed to making sure all attendees have a great time at Convention.
- 8.2. We will be working with the relevant portfolios to include elements of our commitment to diversity, inclusion and environmental sustainability in the Perth18 Convention Code of Conduct.
- 8.3. Speakers will be informed of our commitment and encouraged to complete a Speaker Agreement.



## Contact Details

For questions about our commitment, please contact the Perth18 Academic Co-Convenors, of Perth18 Internal Reviewer

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