



ACS Diversity and Inclusion Pledge

ACS values diversity in all its dimensions and is committed to increasing diversity and inclusion.

ACS believes diversity in the technology sector is potentially the greatest driver of Australia's innovation and productivity growth. We celebrate differing approaches and points of view that reflect the diverse nature of the society that we live in.

Today we are taking a pledge to signify our commitment to improving both our own diversity and inclusion as well as that of the technology industry.

We are working hard to integrate these principles into all our organisational activities.

Our initiatives will include:

- working with our research partners to develop better metrics on the diversity of the Australian technology workforce
- producing and driving public policy positions that advance the cause of diversity and inclusion in the Australian technology industry
- making internal improvements on recruitment, culture, processes and policies in line with our publication *Implementing Diversity and Inclusion: A Reference Guide*
- encouraging and supporting diverse candidates for positions in ACS governance
- supporting diversity of thought leaders in ACS, including at our events, meetings and conferences
- reporting on the progress of these initiatives to the ACS National Diversity and Inclusion Council as well as the relevant branch committees.

Ian Oppermann FACS

ACS President

Rupert Grayston AACS

ACS CEO

23 November 2021

