

ASVO Diversity and Inclusion Policy

Background

One of the purposes of the ASVO is “to promote the advancement of professional knowledge, professional skills and professional attitudes, in the fields of viticulture or oenology, in members of the Society”. Core to the exchange of technical information is the open exchange of ideas and knowledge. ASVO recognises that it must cultivate a culture that welcomes and fosters diverse persons, thoughts, and opinions.

ASVO values and respects the diversity of our employees, members, and that of the communities in which we operate. As an organisation we seek to create a workplace, programs and events that are fair, accessible, flexible, inclusive and in which unlawful discrimination, bullying, harassment or victimisation are not tolerated.

Diversity and inclusion in the workplace takes effort and commitment by employers, employees, governments, and the profession-at-large. It is not something that can be done by any one organisation or sector of society alone. The ASVO Board chooses to embrace diversity and inclusion at all levels to promote these values within the Society culture, membership, and wider industry.

Policy

The Australian Society of Viticulture and Oenology is committed to diversity and inclusion in all aspects of our Society. These qualities are integral to ASVO’s values of knowledge, communication, and community. The Society actively encourages its members to treat all people with civility, avoiding harassment and discrimination. This policy sets out our commitment to diversity and inclusion in our workplace, programs, and activities.

How we define diversity, inclusion, harassment and discrimination

Diversity refers to differences in ethnicity, gender, age, national origin, disability, sexual orientation, education, religion, life and work experiences, personality, motivation and culture.

Inclusion involves embracing and utilizing diversity in a way that is beneficial to the individual, institution and community.

Harassment refers to behaviour which threatens, intimidates, alarms, or puts a person in fear of their safety.

Discrimination involves the practice of treating one person or group of people less fairly or less well than other people or groups.

To whom does this policy apply

This policy applies to:

- ASVO Directors and Executive when acting on behalf of ASVO
- All current and prospective employees of our organisation (including fulltime, part time, casual, fixed term, consultants, volunteers, temporary and contract workers)
- Speakers and facilitators who appear at ASVO events and programs
- Participants in ASVO events and programs.

Diversity and inclusion strategy

The ASVO Board is committed to contributing to diversity and inclusion within the wine community. To achieve this the ASVO Board commits to creating opportunity for;

1. members from a range of professional backgrounds and regions to participate as Board Members of the Society
2. members from a diverse range of regions, evenly representing both men and women to participate in advisory committees
3. event speakers from a diverse range of regions, ethnicities, and genders to present at ASVO events.

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Diversity and inclusion targets

1. Knowledge.

- a. Understanding and communicating the diversity of our membership will better identify minority groups within our professional community.
- b. Identifying and celebrating businesses and individuals who practice diversity and inclusion to raise the bar for the wine community

2. Communication.

- a. Develop a targeted approach to increase the diversity in the composition of presenters and participants at ASVO events.
- b. Identify opportunities to educate industry professionals on the importance of diversity and inclusion.

3. Community.

- a. Develop diverse talent within the professional community through a targeted mentoring program to increase diversity in ability, age, ethnicity, gender, race, sexual orientation.
- b. Identify opportunities to increase the diversity of ASVO membership through targeted connections i.e. Millennial generation, women in wine, under represented race / ethnicities.

Review of this policy

This policy will be formally reviewed by the Chair of the Membership Committee on or before June 30 of each calendar year.

Any revisions to the policy will be presented to the Board. Reviews may also occur as needed when opportunities arise to enhance or improve the policy.

Enquires

Enquires relating to the policy, please contact Chris Waters asvo@asvo.com.au or 0488 488 416