

02 August 2023

BOARD POSITION STATEMENT ON DIVERSITY, EQUITY AND INCLUSION

Accommodation Australia is proud to support diversity, equity and inclusion at all levels of our organisation and across our sector.

As part of this, we as a Board formally commits to ensuring greater inclusion of women, including at Director level, to more accurately reflect and represent our community and industry.

As a Board we are committed to taking and supporting other measures to support and promote diversity, equity and inclusion within our sector. This includes professional development initiatives.

Improving diverse representation in public and professional forums is another key focus.

Accommodation Australia organises and supports multiple public and professional forums involving the accommodation sector throughout the year.

We recognise we have the opportunity and responsibility to advance diversity, equity and inclusion in the accommodation sector by improving representation in the public and professional forums we organise and support.

Accommodation Australia has developed a **panel pledge** as a tangible way to realise this opportunity. As a Board, we endorse this initiative.

Accommodation Australia and the National Board believe the panel pledge is required so that:

- we draw from the collective insights and diverse perspectives across the accommodation sector
- forum conversations are more inclusive
- female leaders are equally represented in industry forums and are more visible as role models
- we ensure we are representative of all aspects of diversity, including age, sexuality, gender, culture and physical ability
- Accommodation Australia and its leaders set an example for members, suppliers, and in the wider community.

The panel pledge also supports the Association's vision to enable the Australian accommodation sector to continuously evolve to meet members' customer's wants and aspirations.



Accommodation Australia Panel Pledge

Accommodation Australia pledges to increase the diversity of voices in public and professional forums as part of its support for advancing diversity, equity and inclusion in the accommodation sector.

This means we commit to:

- only organising or supporting public and professional forums that include diverse speakers and panel members, guided by the 40-40-20 approach
- being an active advocate for diversity at the forums we organise and support, including age, sexuality, gender, culture and physical ability
- actively encouraging the voices of women at the forums we organise and support
- working with forum organisers to refocus content to better serve a diverse bench of panellists
- questioning the composition of panellists and speakers, and reserving the right to withdraw from events if gender balance and diversity is not achieved
- encouraging members in the accommodation sector to participate in the Panel Pledge.

Accommodation Australia's Panel Pledge is supported by a dedicated webpage on the Association's website, providing members with resources and an invitation to express their own commitment by completing an online form.

National Board Commitment to Accommodation Australia's Panel Pledge

The Directors of the National Board of Accommodation Australia pledge to increase the diversity of voices in public and professional forums as part of the Association's support for advancing gender equity and inclusion in the accommodation sector.

As signatories of the Accommodation Australia's Panel Pledge, we commit to:

- only organising or supporting public and professional forums that include diverse speakers and panel members, guided by the 40-40-20 approach
- being an active advocate for diversity at the forums we organise and support, including age, sexuality, gender, culture and physical ability
- actively encouraging the voices of women at the forums we organise and support
- working with forum organisers to refocus content to better serve a diverse bench of panellists
- questioning the composition of panellists and speakers, and reserving the right to withdraw from events if gender balance and diversity is not achieved
- encouraging members in the accommodation sector to participate in the Panel Pledge.