

Inclusion and Diversity Strategic Framework

Our commitment to
inclusion and diversity



Acknowledgement of Country

Built on the banks of the Birrarung (Yarra River), Melbourne Convention and Exhibition Centre (MCEC) acknowledges the Traditional Owners of Narm, the Wurundjeri Woi Wurrung people of the Kulin Nation. We pay our respects to their Elders past and present, and to Elders of all First Nations communities who visit MCEC.

We recognise the significance of the Birrarung to Traditional Owners as a life source and a meeting place and seek to honour a 40,000-year tradition of building community and exchanging ideas on these lands.

We're committed to continuous recognition of the Traditional Owners of the land and our Reconciliation Action Plan will outline how we will achieve this.



Foreword

Natalie O'Brien AM

She/her

Chief Executive,
Melbourne Convention
and Exhibition Centre



A landmark of Melbourne, built right on the banks of the Birrarung river, MCEC is proud of the work we do to welcome everyone in the community through our doors.

We have a strong history of hosting visitors from near and far and it's our responsibility to make sure everyone feels included, safe, and has an equal opportunity to be their best at every turn. That's why this framework is so crucial.

This is our shared commitment to inclusion and diversity, which celebrates our team, customers, and everyone who visits us.

We've been a leader in our industry for the past 25 years and we haven't done this on our own, with our partners and

stakeholders all sharing in the same vision.

The Executive team prioritises inclusion and diversity education and it's important that this filters down throughout all levels of the business.

The unique personal and cultural experiences that our people bring to MCEC enable us to connect. They have let us be more creative and deliver the unconventional experiences that have always set us apart.

It's exciting to see this come to life and I encourage everyone to embrace this strategy as we make inclusion and diversity central to everything we do.

Why inclusion and diversity

We know that an inclusive, diverse, and equal environment lifts the experience of our employees, customers, and everyone who visits us.

Inclusion is the deliberate actions that shape our environment, where everyone can belong, contribute, thrive, and have equitable access to resources and opportunities.

Diversity recognises the role that our differences play in how we connect as humans. It's more than what's visible and includes things like ethnicity, race, cultural and linguistic diversity, gender, sex, age, sexuality, disability, religious beliefs, parent and carer status, Aboriginality, and extends to behavioural diversity like different ways of being, thinking, and doing.

Equity is our path to equality that recognises the different needs of individuals.

With people at the core of our business, taking an equitable *inclusion*-first approach. This means understanding individuality and lived experience, providing support, and removing barriers to enhance our personal connections and relationships. We recognise how much we can learn from one another, that's why it's so important to celebrate, respect, and empower while challenging stereotypes and prejudice.



Our values

Our values are at the heart of everything we do. They guide and support our everyday language, behaviour, and how we connect.

We apply these values through our decision-making and actions, working together to help everyone feel like they belong – because they *do* belong.

One team

Success comes from working and celebrating together.

Own it, do it well

Do your best and get better every time.

Respect

Respect each other and our customers.

Our beliefs



We make inclusion, equity, and diversity central to everything we do. It's embedded in our people, culture, and plans for the future.



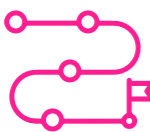
We choose to create psychologically and culturally safe spaces that allow us to address inequity.



We use our values as a shared language to drive inclusive behaviour every day.



We use data and insights to take action, rather than acting on biases and assumptions.



We are focused and accountable with specific action plans to drive targeted inclusion.



Our commitments

Our current commitments are based on nurturing an environment that is diverse and inclusive for everyone. We have identified our current gaps but also recognise these priorities will evolve over time as we gather data, insights, and align to best practice.

Gender equality: deliver on our 2022 – 2025 Gender Equality Action Plan (GEAP)

Our business is made up of 45% women, 55% men and <1% self-described gender. Creating true gender equality is complex and involves having a broad strategy that influences every part of our business. Our GEAP is how we plan, implement and measure change to achieve workplace gender equality. These are our three priority areas.

- 1. Workplace representation:** improving gender balance, data-led decisions and ensuring everyone has equitable access to power, resources, and opportunities. We will focus on:
 - Improving diversity where one gender is over-represented in a team or role-type
 - Championing representation of women in positions of leadership and emerging leadership
 - Elevating our data and insights to have a clearer picture of overlapping forms of discrimination related to gender, sex, ethnicity, age and more
 - Ensuring gender pay equity

- 2. Workplace culture:** providing an inclusive, respectful, and safe culture with zero tolerance for sexism, discrimination, bullying and sexual harassment with all employees empowered to recognise, address, and respond. We will focus on:
 - An inclusive culture and leadership
 - Embedding gender equality into capability, development and training plans
 - Fostering psychological safety and respect
 - Prioritising employee feedback, consultation and co-creation

- 3. Workplace experience, policies and practices:** our physical workplace will be accessible to everyone and our workplace policies and practices will be free from bias and unnecessary barriers. We will focus on:
 - Delivering an accessible and inclusive workplace experience
 - Evolving and communicating workplace policies
 - Integrating gender equality into business practices



Aboriginal and Torres Strait Islander reconciliation: develop and deliver a Reconciliation Action Plan (RAP)

Reconciliation is about strengthening relationships with First Nations communities for the benefit of all Australians. Our RAP will be co-designed to embed the principles and purpose of reconciliation and will enable us to take meaningful action to advance reconciliation in a sustainable and strategic way. Based on the core pillars of relationships, respect, and opportunities, a RAP will provide tangible and practical benefits for Aboriginal and Torres Strait Islander peoples, increasing economic equity and self-determination.

We acknowledge MCEC, like many organisations, has some way to go to improve in this area, and commit to deliver a RAP in 2023.

Grow our community investment to support more First Nations and Sustainability partners

Each year, MCEC supports community and not-for-profit organisations through provision of our venue and services for major activities and fundraisers. Annually, we give nearly \$2 million in-kind to causes such as homelessness, food rescue, sustainability, and children’s health.

Moving forward we want to see this investment grow. As our RAP takes shape, this will include a focus on support of First Nations-led community organisations and events, as well as amplifying our industry-leading position in environmentally sustainable practice.



Disability: develop and deliver an Accessibility Action Plan

Creating an inclusive and accessible environment for the 17% of Victorians and one billion people across the world with a disability. We commit to develop and deliver an Accessibility Action Plan by 2023.

Our action plan will focus on employment opportunities for people with disability, and improving the design and accessibility of our spaces, products, and services for customers with disability.

What success looks like

Everyone has the right to be treated fairly within the workplace in an environment that recognises and celebrates diversity. We all have a role to play, and this is our collective commitment.

Our business will:

- Report on progress against our GEAP, RAP, and Accessibility Action Plans at least once a year (from date of publishing) on our website
- Conduct gender impact assessments when developing a policy, program or service which has a direct and significant impact on the public
- Establish inclusion and diversity working groups with representative membership. Group members will be supported and recognised for their contribution via our performance and reward practices
- Hold inclusion and diversity updates every quarter with our Executive team, to ensure this work remains a priority
- Monitor and evaluate through two-yearly progress reports and four-yearly workforce gender audits

Our employees and leaders will:

- Have shared responsibility to maintain an environment that is safe, respectful, and productive
- Actively contribute to workplace inclusion activities, opportunities, and comply with all anti-discrimination and related workplace laws and standards
- Display a positive commitment to inclusion and diversity
- Be visible role models who champion inclusion and diversity
- Foster an inclusive workplace culture
- Deal quickly and effectively with inappropriate behaviour
- Participate in inclusion and related training and encourage team members to attend
- Take ownership of specific responsibilities assigned under action plans





Our invitation

The details of this framework will continue to evolve and develop to align with the needs of our people and community.

We're always looking to improve, and welcome your feedback on this framework. You'll also be given the opportunity to support our work through ongoing working groups.

If you have any questions, would like to share insights, or to collaborate, please don't hesitate to contact Bruce Quinn, Head of Organisational Development, bquinn@mcec.com.au or Kerry Simple, Inclusion & Diversity Advisor, ksimple@mcec.com.au.

We invite any conversation around this important area of focus for our organisation.



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