

Survey for Reformation of the DEI Working Group

ACPSEM

Our Vision

Safe and effective diagnosis and treatment.

Our Purpose

To advance medical science to keep our
community healthy and safe.



**EPSM
DEI
SESSION**

15TH NOVEMBER

Executive summary

65 responses received

Excellent engagement

Very useful feedback and comments

This is a complex process with no one simple answer

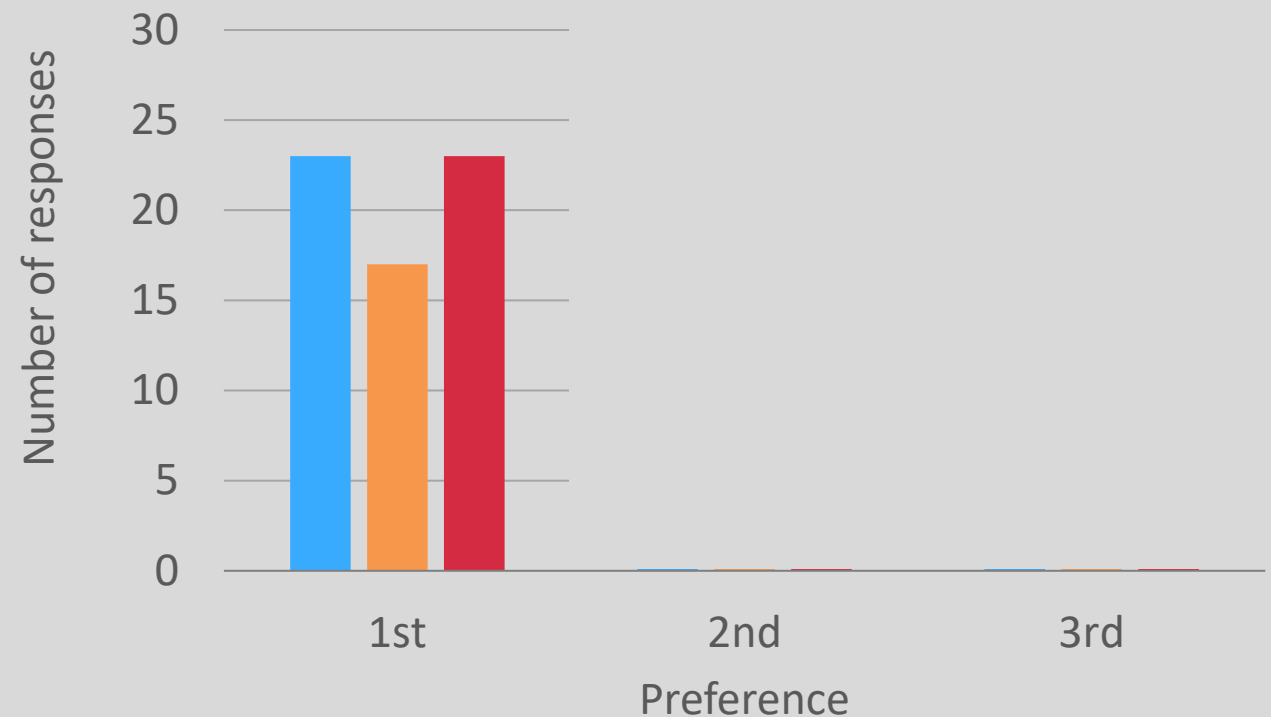


Q1. Preference for the process of reforming the DEI WG

All members who volunteer should be **accepted** into the DEI WG, even if this results in a working group of greater than usual size (evidence suggests an ideal size of around 8)

Members should be **nominated and elected** to the WG by the wider membership

Applicants should be **selected by a panel** made up of the CEO, President, and Chair of the PSB (or their delegates)

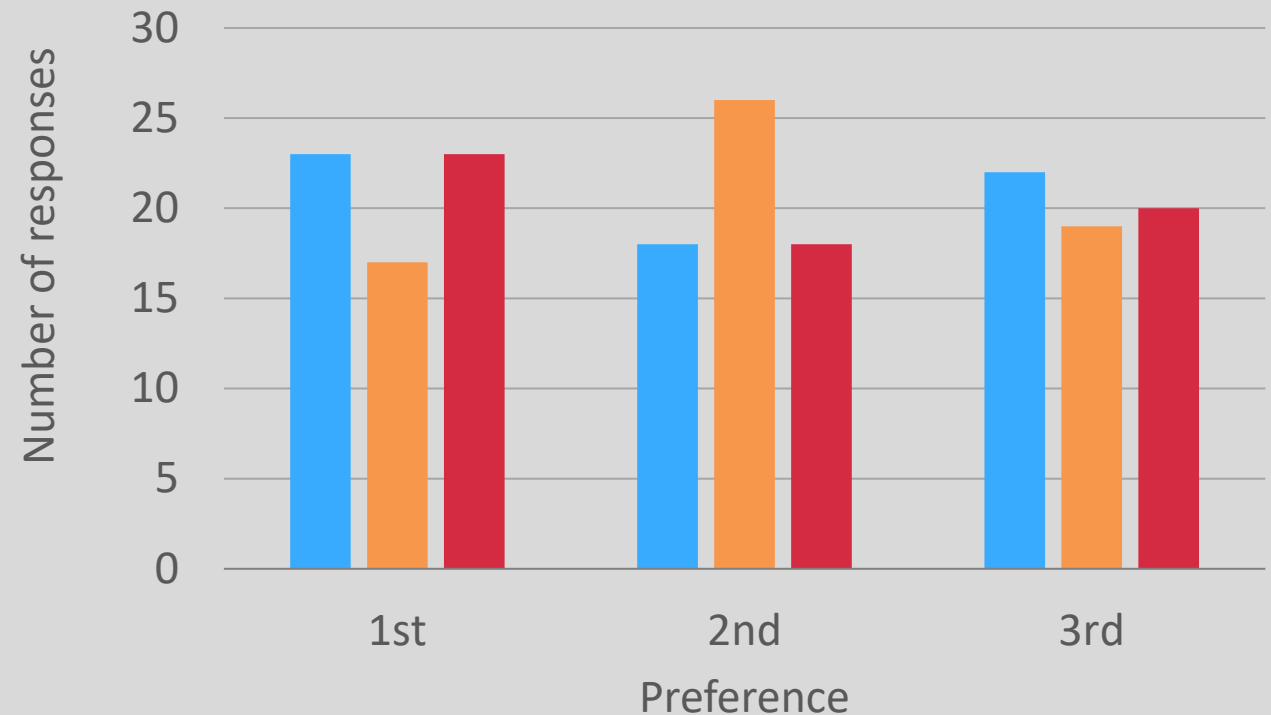


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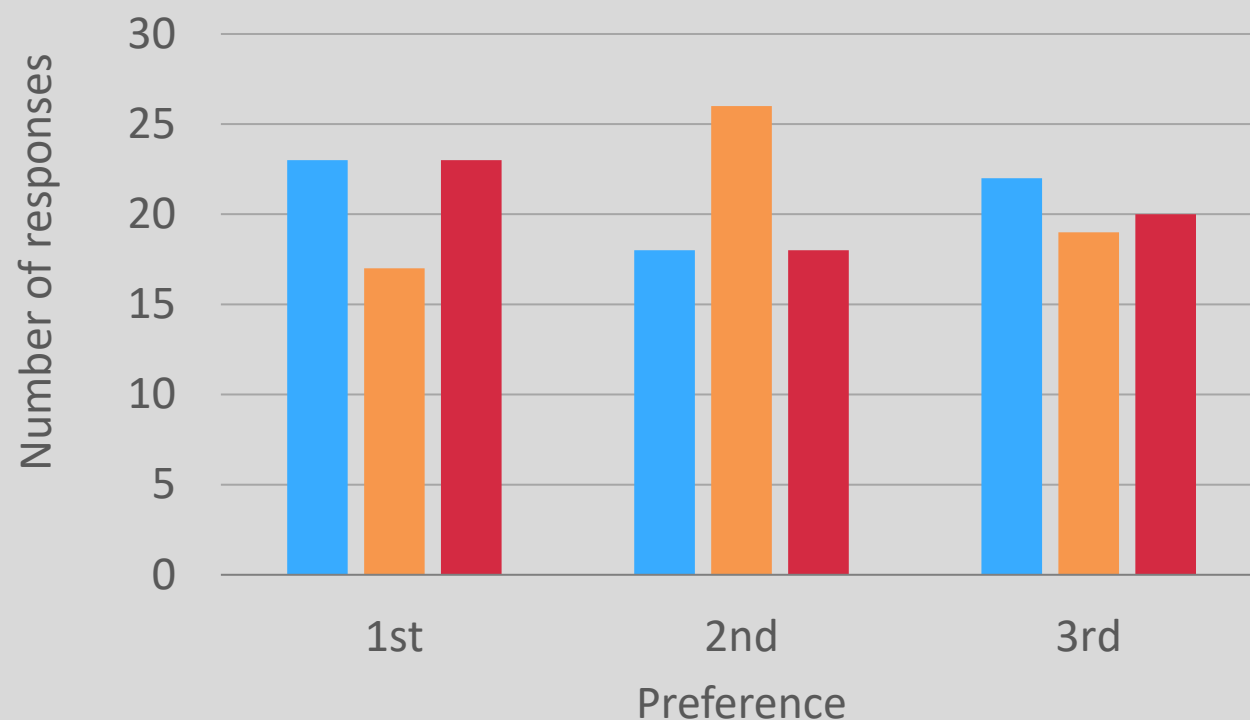
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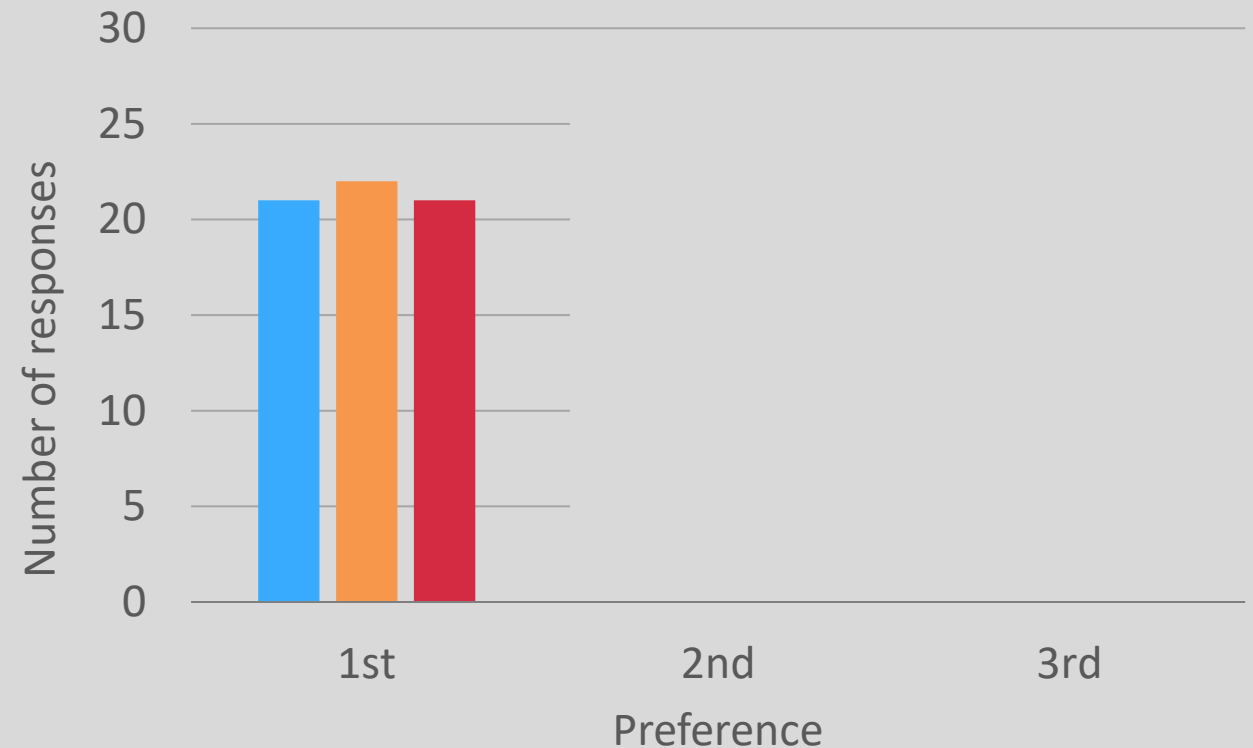


Q2. Preference if a selection process needs to be undertaken to appoint a subset of applicants to the DEI WG

Selected based on a **written Expression of Interest** including their responses to a set of **selection criteria**

Selected with priority given to those with **disclosed lived experience** of DEI and to form a **balanced WG**

All or a subset of applicants should be **interviewed by the selection panel** to allow equal opportunities for applicants who may not wish to disclose in writing their lived experience as relevant to DEI

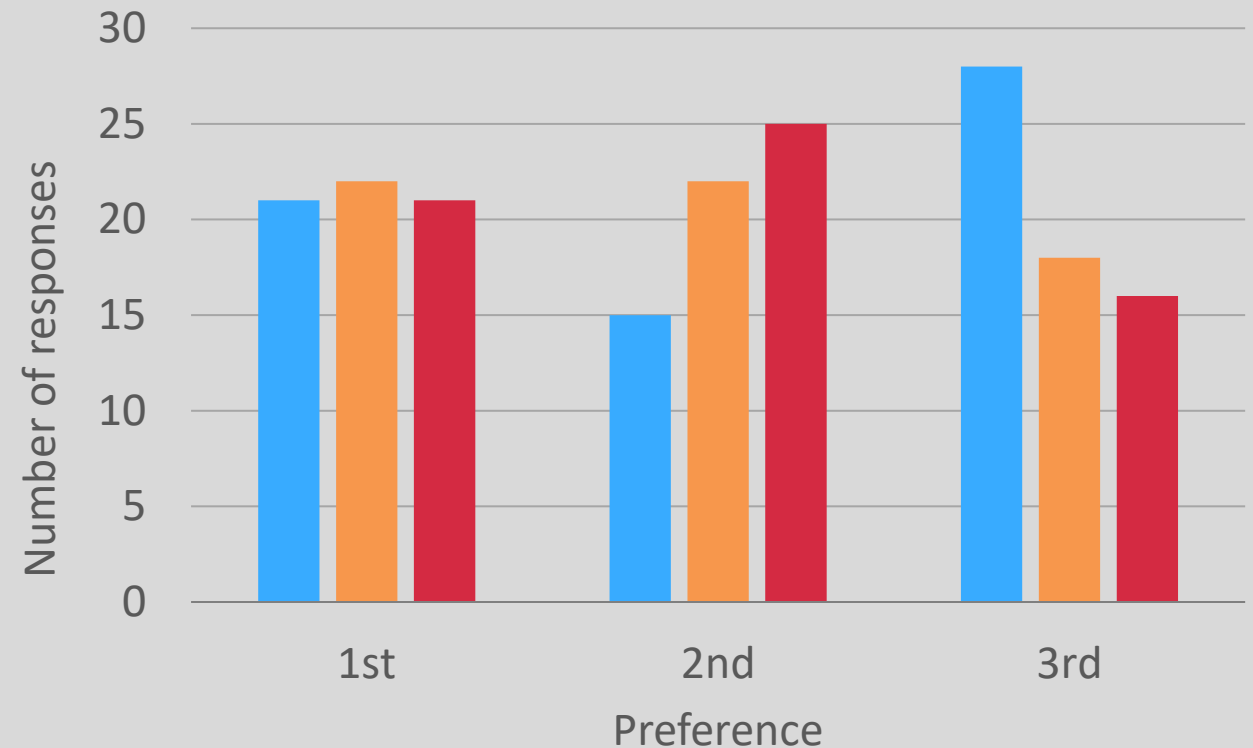


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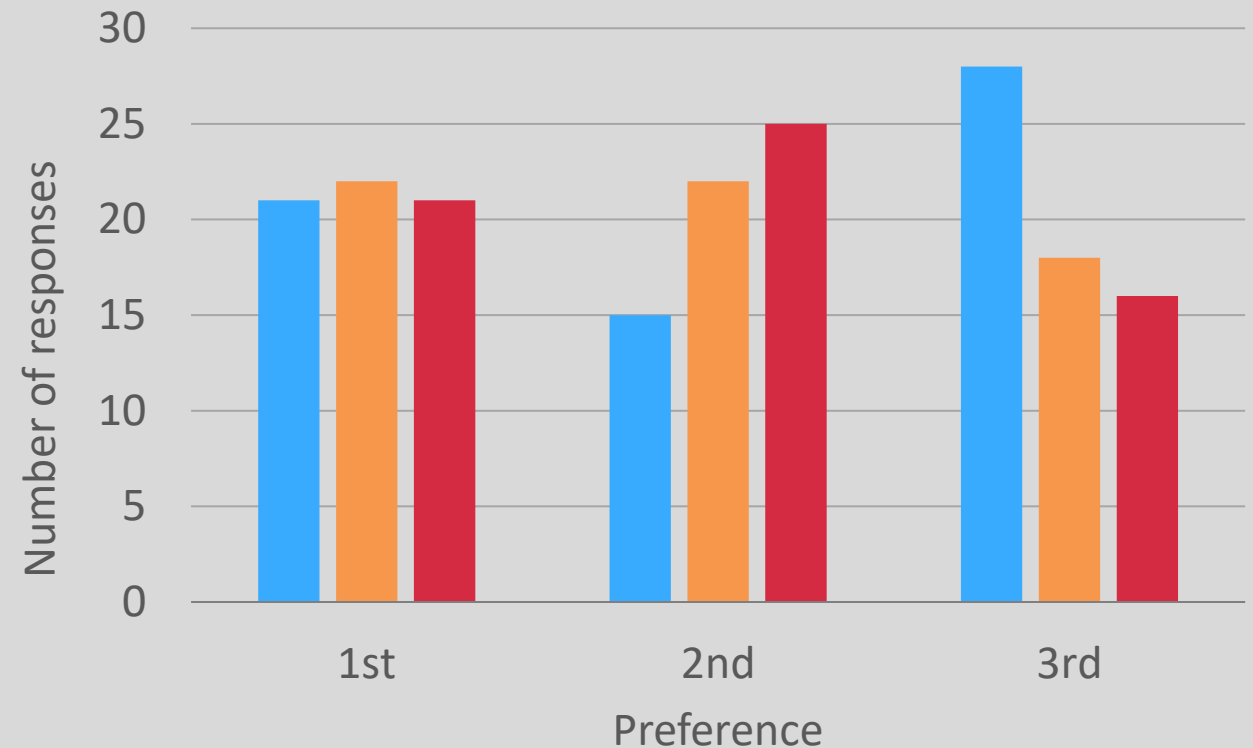
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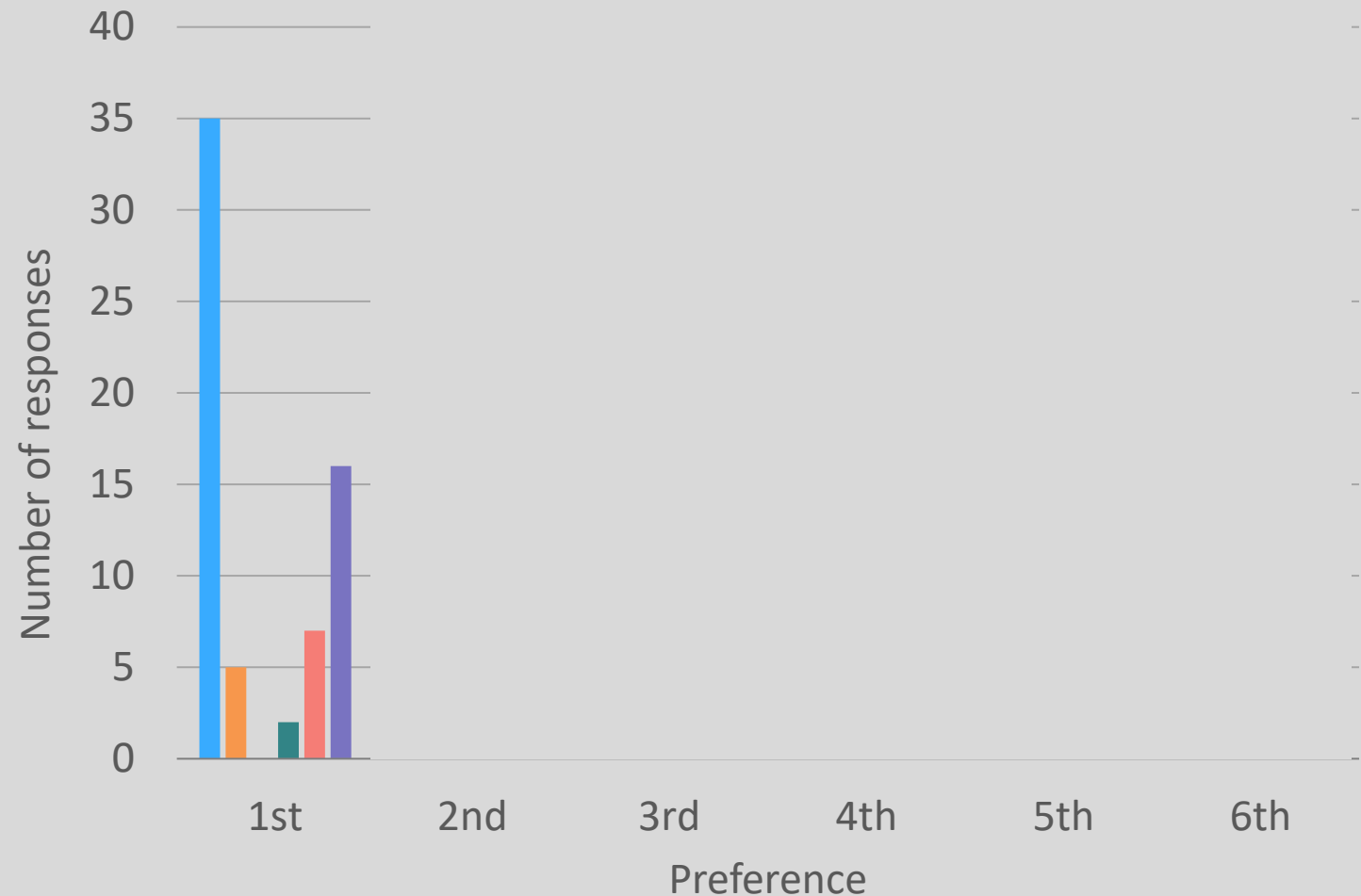
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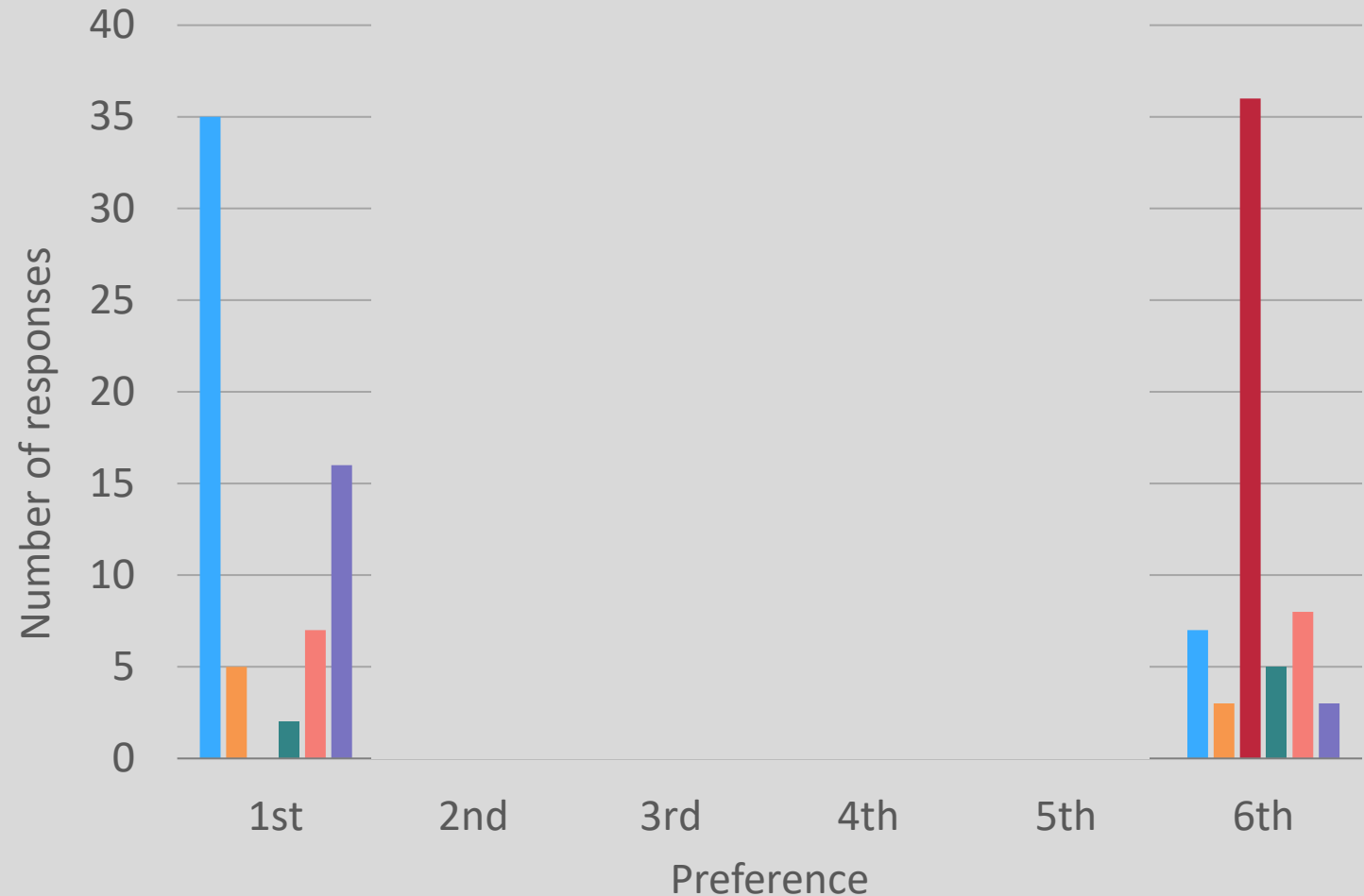
Q3. Please rank the following options in order of importance as selection criteria in reforming the DEI WG:

- Lived experience in DEI
- Experience with DEI policy
- Experience with ACPSEM WG or governance
- Commitment to attending WG meetings
- Commitment to undertaking agreed tasks within agreed time frames
- A passion for social equity and inclusivity



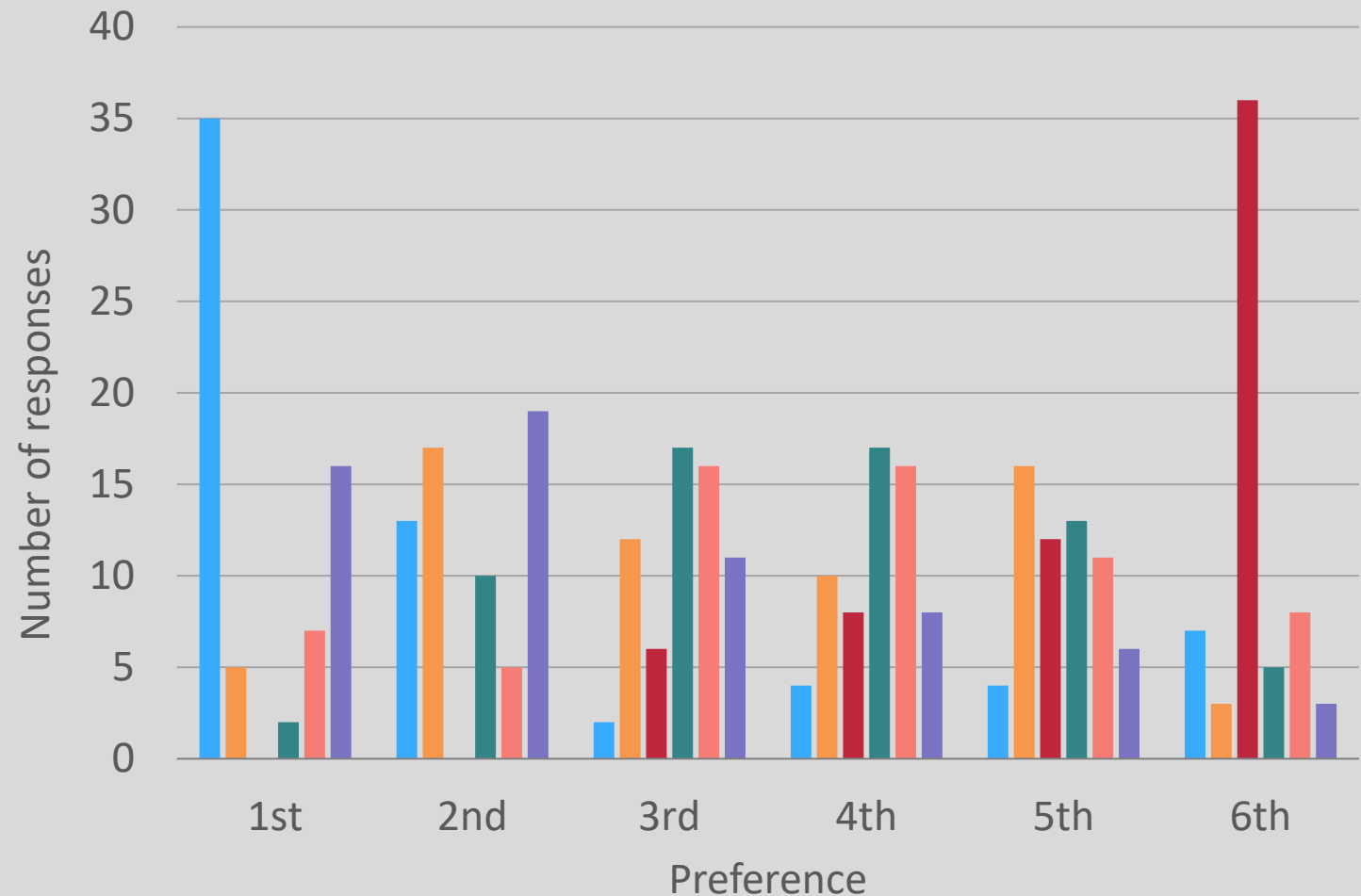
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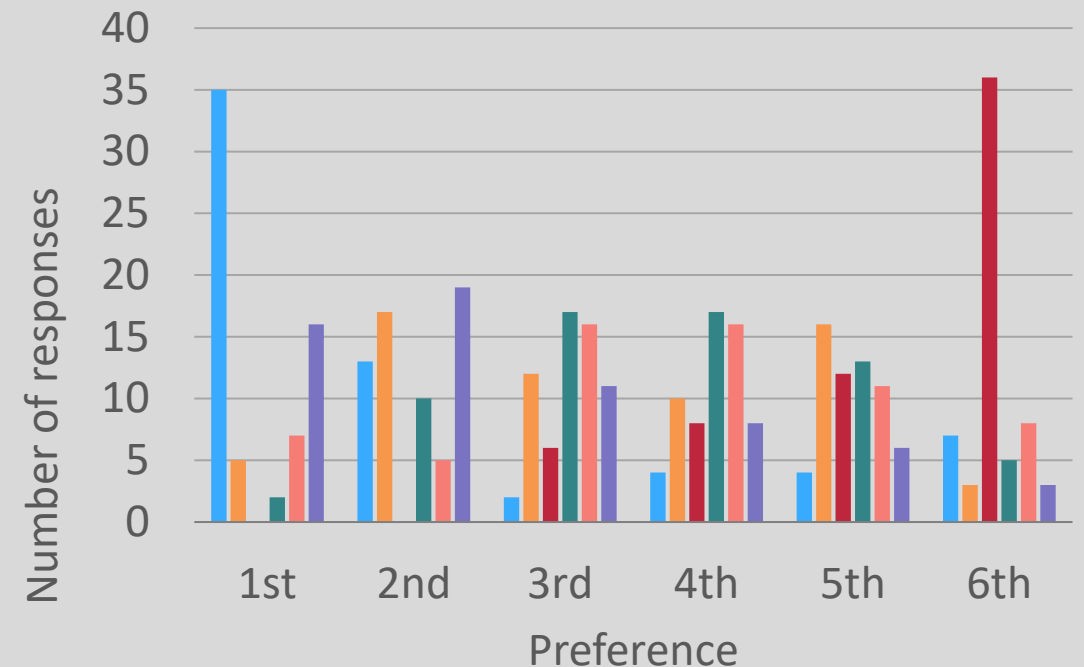
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Q3. Please rank the following options in order of importance as selection criteria in reforming the DEI WG:

$$\text{Score} = 6x'1' + 5x'2' + 4x'3' + 3x'4' + 2x'5' + 1x'6'$$



Key feedback and suggestions

Transparency is important.

- If written applications, state who will read them.
- Publicly list members with bios published on website.

Aim for representation from all minorities

- Ensure diversity in the selectors
- Consider application process offering choice of interview/written
- Consider further diversity factors e.g. medical conditions, neurodiversity, religious belief, other options as self-identified
- People may have valuable input who cannot commit to the WG – hybrid model; could have an (elected?) executive and wider interested membership / Special Interest Groups / task-related groups
- Skills/experience gaps in the committee should be filled with education or through working with consultants
- Diversity of opinion includes all points of view





DIVERSITY, EQUITY,
INCLUSION & THE ACPSEM:
**WE WANT TO HEAR FROM
YOU!**

Emily.Simpson-Page@health.qld.gov.au or come and find
me, Hilary Byrne, in person or through the conference app

