

AAMRI takes a stand with new sector wide gender equity, diversity and inclusion strategy

The Association of Australian Medical Research institutes (AAMRI) has today unveiled their new [Gender Equity, Diversity and Inclusion \(GEDI\) Strategy and Action Plan](#) to create a stronger and enhanced medical research institute sector.

The strategy and action plan has been developed to promote a diverse workforce consisting of people with different backgrounds and perspectives across the sector.

"We know that by having a diverse workforce, we have people who bring a broad array of insights, ideas, and solutions and are better able to drive innovation," said Professor Kathryn North AC, AAMRI President.

Professor North said that by working together to drive cultural and structural changes that address biases, we will then be able to create a fairer and more equitable workplace for all.

Like many other sectors, the medical research workforce is affected by systematic biases resulting in gender imbalance and inequities, and these are compounded by intersectional factors such as sexuality, race, ethnicity, age, caring responsibilities, social class, culture, religion, disability, and physical appearance.

AAMRI and the GEDI Committee have been working with AAMRI's members and key stakeholders to develop the strategy and action plan. This work builds on activities already underway at member medical research institutes to advance GEDI in the sector.

"We have focussed on four priority areas for action, outlining the vision and objectives in each area and the actions we need to take to get us there," said Professor Maxine Morand, the Chair of the GEDI committee.

Professor Morand said the priority areas are: redefining measures of success; enabling mechanisms for equity and inclusion; promoting safer workplaces; and, addressing inequities in health and medical research design.

"By creating clear objectives and measurable actions, this will not only allow us to accurately understand where we are, but show us where we need to be and how we're going to get there," said Professor North. "We are coming together as a sector to acknowledge we have work to do, and we are going to get it done."

View the [strategy and action plan](#) on our website.

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About AAMRI

AAMRI is the peak body representing medical research institutes across Australia. Our 58 member organisations are international leaders in health and medical research, addressing practically every aspect of human health and disease. Collectively, AAMRI's members represent more than 19,000 staff and students.

AAMRI Members

