



ANZCA
FPM

ANZCA diversity, equity and inclusion framework

2026–2028

**Australian and New Zealand
College of Anaesthetists
& Faculty of Pain Medicine**

Purpose

The diversity, equity and inclusion (DEI) framework sets out the college's approach to promoting and championing DEI in its workplace and functions, the anaesthesia and pain medicine specialties, and the practice of perioperative medicine within Australia and New Zealand. It underpins the college's efforts to broadly support DEI activities and initiatives both internally and across various functions of the organisation. It is supported by the ANZCA DEI roadmap and operational plan.

Values

This framework promotes the following values across all college functions and committees and in all interactions of college staff, fellows, trainees, and specialist international medical graduates (SIMGs) with each other, patients and the broader community.

Diversity refers to what makes people unique. It involves the visible and invisible differences that exist between people including (but not limited to) Aboriginal and Torres Strait Islander background, Māori background, gender, sexual orientation, intersex status, disability, age, race, ethnicity, religion, culture, accent and language, carer responsibilities, socio-economic background, life-stage, and geographical location.

Recognition refers to unbiased assessments of a person's past or potential performance based on objective measures as relevant to a role, for example, knowledge, skills, behaviours, and experience.

Belonging is the feeling of being welcomed to a community and being an integral part of it, where people feel they matter and are included in the social and emotional dynamics of the group.

Inclusion refers to creating environments in which all individuals are valued, accepted for who they are, and recognised for their contributions and achievements.

Respect refers to treating individuals with courtesy and ensuring they are free from discrimination, harassment, and bullying.

Equity refers to treating everyone in a fair manner so that they are provided with equal opportunity to employment, development and advancement, can fully participate and contribute their unique perspectives and skills, and are rewarded fairly for their contributions and achievements. Equity may involve providing supports and accommodations according to individual needs and circumstances to ensure equal access to opportunities.

Related documents

This framework is to be read in conjunction with other college policies, procedures, action plans and documents that define and support the college's commitment to a diverse, equitable and inclusive workplace, college, and profession, and the expected behaviour and conduct of employees, fellows, trainees, and SIMGs:

- ANZCA DEI roadmap.
- ANZCA DEI operational action plan.
- ANZCA strategic plan.
- ANZCA diversity and inclusion statement.
- Corporate policy on bullying, discrimination and harassment for fellows and trainees acting on behalf of the college or undertaking college functions.
- Supporting professionalism and performance: A guide for anaesthetists and pain medicine physicians 2024.
- Statement on the role of ANZCA in advocating for the health and wellbeing of all people.
- Gender Equity Action Plan.
- Aboriginal and Torres Strait Islander and Māori Health Strategy.
- Reconciliation Action Plan.
- Te Tiriti o Waitangi Roadmap.
- Regional and Rural Workforce Strategy.

Commitment

The college is committed to promoting diversity, equity and inclusion in its workplace and functions, the anaesthesia and pain medicine specialist workforce, and the practice of perioperative medicine.

This involves:

- Embedding diversity, equity and inclusion across all staff, trainee, fellow and SIMG touchpoints.
- Promoting the cultivation of inclusive mindsets and practices in anaesthesia, perioperative and pain medicine.
- Building the diversity, equity and inclusion capability of our staff, workforce, fellows, trainees and SIMGs.
- Fostering safe and welcoming environments where everyone is treated with respect and dignity.
- Treating our staff, fellows, trainees and SIMGs fairly and without discrimination.
- Providing an inclusive environment where individual differences are valued and celebrated, and where everyone can achieve their full potential and be recognised for their achievements.
- Ensuring equitable access to employment and training.
- Building a diverse workplace and governance that is reflective of our membership and the communities it serves.
- Promoting the consideration of equity, diversity and inclusion by our fellows, trainees and SIMGs in all interactions with patients and the community.
- Advocating, influencing and partnering with stakeholders including colleges, societies, teaching institutions, hospitals, communities and governments to improve workforce distribution, especially in underserved areas, wellbeing, and equity in training, practice and care.
- Working with traditionally marginalised communities, particularly Aboriginal and Torres Strait Islander and Māori peoples, to reduce inequities in anaesthesia and pain medicine training, care and employment.

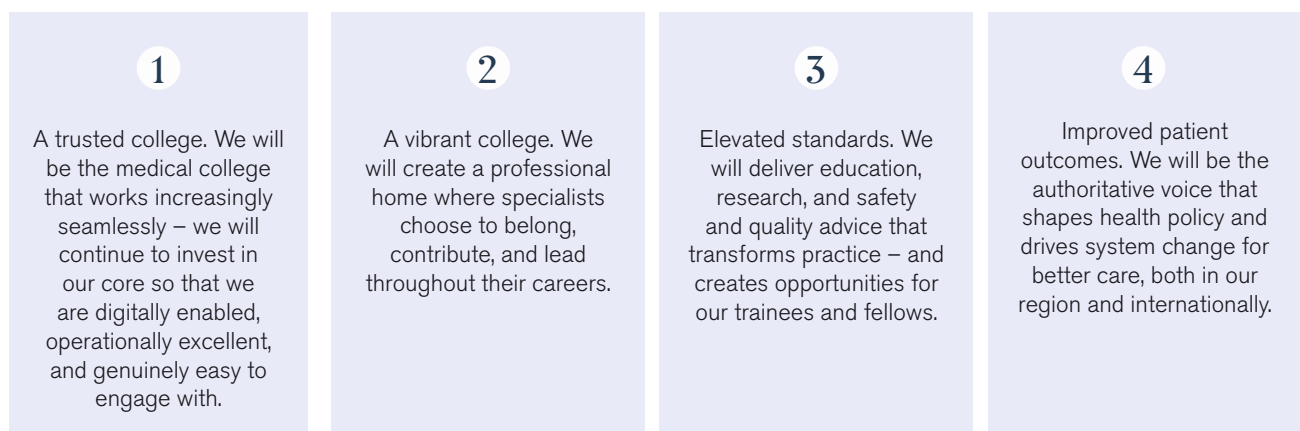
Drivers

The college recognises that diversity, equity and inclusion are both legislative requirements and sources of value for our organisation and our staff, fellows, trainees, specialist international medical graduates (SIMGs), patients, and communities across Australia and New Zealand. Diversity, equity and inclusion align with our strategic objectives of serving our communities by leading high-quality care in anaesthesia, pain and perioperative medicine, optimising health and reducing the burden of pain for all people.

This is because:

- A diverse, equitable and inclusive anaesthesia and pain medicine workforce is able to better advocate for, understand, and meet the needs of diverse patients and communities.
- Inclusive, safe and respectful physician-patient interactions enhance patient outcomes.
- Diversity, equity and inclusion support doctors' health and wellbeing, in turn supporting improved delivery of patient care.
- Diversity, equity and inclusion address the barriers that prevent equitable access to high-quality care for traditionally marginalised communities and promote improved health outcomes for those communities.
- Workforce diversity, equity and inclusion in our organisation and in the professions of anaesthesia, perioperative and pain medicine drive innovation and creativity and improve the quality of problem-solving and decision-making.
- Diversity, equity and inclusion in our organisation and in the professions of anaesthesia, pain and perioperative medicine promote the engagement and retention of diverse staff, fellows, trainees and SIMGs.
- Diversity, equity and inclusion enhance the college's brand as a forward thinking and inclusive leader in the specialities of anaesthesia, and pain medicine and as attractive specialities to prospective medical students.

These drivers together support our key strategic priority areas:



The college's diversity, equity and inclusion efforts also support the Australian Government's National Medical Workforce Strategy 2021-2031 by growing the Aboriginal and Torres Strait Islander workforce and reducing barriers and improving incentives for doctors to work and train in rural and remote communities.

Vision

The college's vision for diversity, equity and inclusion is that;

- The anaesthesia and pain medicine specialties and leadership reflect the diversity of the communities they serve in Australia and New Zealand.
- All staff and members can participate fully in employment and development opportunities and succeed regardless of their characteristics or background.
- All members of the Australian and New Zealand communities have equitable access to high-quality care in anaesthesia, perioperative and pain medicine that is culturally safe, respectful and inclusive.

Role

For the achievement of its vision, the college recognises it has a critical role to play in advocating for diversity, equity and inclusion in the anaesthesia and pain medicine specialties, and engaging and supporting fellows, trainees, and SIMGs in the implementation of DEI in their workplaces and professional roles through guidance and the provision of resources.

The college also recognises its role to lead by example by fostering DEI in its own operations. The college will implement this commitment within their governance roles, particularly as these relate to training, accreditation, continuing professional development and research.

Principles

The college respects all forms of diversity and welcomes all people inclusive of Aboriginal and Torres Strait Islander background, Māori background, age, cultural background, linguistic background, race, ethnicity, disability, gender, carer status, pregnancy, religion, sexual orientation, socio-economic background, life-stage, geographic location, working arrangements or other characteristics.

Redressing health inequity is fundamental to achieving safe, high quality patient care in anaesthesia, perioperative medicine, and pain medicine.

Health is a state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity.

The enjoyment of the highest attainable standard of health, including access to safe surgery, anaesthesia and pain management, is one of the fundamental rights of every human being without distinction of race, religion, political belief, economic or social conditions.

Strategic priorities

Inclusive mindsets and capabilities	Our fellows, trainees, specialist international medical graduates, volunteers and staff understand and embrace the value of diversity, equity and inclusion, and have inclusive mindsets and the knowledge, skills and abilities required to champion and foster diversity, equity and inclusion in the teaching and practice of anaesthesia, perioperative and pain medicine, their workplaces, and their communities.
Diversity and representation	The college workforce, governance and functions, and the anaesthesia and pain medicine workforce and leadership reflect the diversity of the Australian and New Zealand communities.
Health and wellbeing	Our staff, fellows, trainees, and specialist international medical graduates can balance work-life demands and are physically and mentally well.
Respect and safety	We foster interpersonally and culturally safe environments where everyone is treated with respect and dignity.
Inclusive environment	We foster inclusive environments where our employees, fellows, trainees and specialist international medical graduates are valued for their contributions, recognised for their achievements, accepted for who they are, and feel that they belong.
Equity and fairness	<p>All current and prospective staff, fellows, trainees, and SIMGs have equal access to employment, development and promotion, can contribute fully to their workplaces, and are rewarded fairly for their efforts and achievements.</p> <p>All current and prospective members have equal access to and can participate fully in college training programs, services, events, recognition programs, research projects, volunteer roles across all areas of the college, and governance committees.</p>
Community	All individuals and communities in Australia and New Zealand have access to high-quality care in anaesthesia, perioperative and pain medicine that is respectful, inclusive and culturally safe.
Strategic impact	Our diversity, equity and inclusion efforts result in meaningful and measurable change.

Focus dimensions

The college recognises the unique diversity, equity and inclusion challenges facing Aboriginal and Torres Strait Islander and Māori peoples, women and people who are gender diverse, and rural and regional communities in Australia and New Zealand, and supports various committees, working groups, strategies, action plans and other initiatives to address the specific needs of these groups.

The college also recognises and seeks to address the unique diversity, equity and inclusion challenges of people with disabilities, diverse sexualities, socioeconomic disadvantage, carer status, life-stage, and cultural and linguistic background.

Ownership

Review

This framework and its implementation will be reviewed biennially, or on a needs basis as required to align with legislative or organisational changes and priorities.

Contact

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