



Position Statement

Title: Professional Practice Guidelines for Diversity and Inclusion

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Preamble

The Human Genetics Society of Australasia (HGSA) is committed to promoting inclusivity, equity, and respect. The HGSA expects its inherent committees and members to nurture diversity within the organisation and embrace diversity in the clinical, research and educational communities it serves. The society aims to reduce barriers, enhance cultural safety, and create an inclusive environment that values diverse perspectives including, but not limited to, those related to race, ancestry, religion, gender, sexuality, age, ability, socioeconomic status and/or geographical location.

Professional obligations	Brief background and expectations
Support a workforce that demonstrates inclusivity and represents diversity	<ul style="list-style-type: none">● Promote workforce diversity to better reflect the Australasian population.● Reduce barriers and enhance access for diverse groups in the workplace to maximise inclusion and foster a positive culture.● Incorporate a wide range of backgrounds, perspectives, and experiences in the workforce to enhance scientific innovation and improve health outcomes.● Promote opportunities for diversity, inclusion and cultural safety education through ongoing professional development.

<p>Foster research that demonstrates inclusivity and represents diversity</p>	<ul style="list-style-type: none"> ● Foster research that includes diverse populations. ● Assess the contribution of individual genetic variants to disease risk in diverse populations, thereby improving the accuracy and relevance of genetic research and its applications. ● Implement culturally safe research practices that respect and integrate the perspectives, customs, and needs of diverse communities. ● Actively engage in consultation with consumers who represent diverse backgrounds for inclusion in all aspects of the research journey from research planning, implementation, analysis, and translation.
<p>Provide a clinical service to all members of the community, with equitable access to all.</p>	<ul style="list-style-type: none"> ● Foster and demonstrate awareness of the impact that lack of diversity has on the interpretation of genetic and genomic test results in clinical practice. ● Identify and address systemic barriers to diverse populations seeking to access care including, but not limited to social, economic and linguistic barriers. ● Acknowledge and address implicit individual, organisational, structural and societal biases that contribute to reduced access to clinical services for diverse communities. ● Apply skills and interventions that address personal and systemic bias to empower clients/patients from diverse communities in their decision making.