

# Commitment to Diversity and Inclusivity



**Revision Control**

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## Goal

The purpose of the Global Infrastructure Hub's (GI Hub) Commitment to Diversity and Inclusivity is to ensure diversity and inclusivity are embedded at the operations, activities, and corporate governance levels of the organisation, enabled and supported by the development and implementation of appropriate policies and procedures.

The GI Hub is committed to the power and value of diversity of thought, perspective, experience, unique qualities, attributes and skills which can only be harnessed if diversity is encouraged, and full inclusion is genuinely promoted and supported.

## The GI Hub aims to:

Cultivate a more systemic approach to address diversity and inclusivity considerations, which includes sex, gender, age, language, cultural background, disability, sexual orientation, religious beliefs, socio-economic background and other factors that make us unique, in our operations, programming, corporate plans and activities to ensure that the organisation is free from all forms of discrimination.

## Values

The Commitment to Diversity and Inclusivity is in line with the GI Hub's four organisational values:

- **Integrity:** we are committed to working in a way that nurtures and promotes the diverse range of talents, skills, experiences and situations of the individuals and organisations that we work with.
- **Humility:** we look at and learn from the work of others, and use these learnings to ensure our work and workplace is diverse and inclusive of others.
- **Collegiality:** mainstreaming diversity and inclusivity allows us to work together to deliver high quality work and results.
- **Excellence:** we draw on diversity and inclusion in undertaking our core business to ensure everything we do is done to the highest quality, with a focus on creating a positive impact.

These values are streamlined from the operational level, including recruitment, to the activities that the GI Hub engages in to provide a framework that allows the importance of diversity and inclusion to be recognised and integrated into the work of the GI Hub.

## Defining diversity and inclusivity

**Diversity** is the range of human differences, including but not limited to race, ethnicity, culture, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical value systems, national origin, political preferences, and/or other factors that make us unique.

**Inclusivity** is defined by the practice of providing equal access, opportunities and resources for people who might otherwise be excluded or marginalised.



## The importance of gender equity and gender equality in achieving diversity and inclusivity

In striving for diversity and inclusivity, the GI Hub advocates the importance of gender equality in the workplace, organisation and global community.

**Gender equity** means being fair to women and men. To ensure fairness, measures are often needed to compensate for historical and social disadvantages that prevent women and men from otherwise operating as equals. Equity leads to equality.

**Gender equality** means that women and men enjoy the same status and have equal opportunity to realise their full human rights and potential to contribute to national, political, economic, social and cultural development, and to benefit from the results.

It was believed that equality could be achieved simply by giving women and men the same opportunities, however this does not necessarily yield equal results. Gender equality, therefore, is the equal valuing by society of both the similarities and the differences between women and men, and the varying roles they play.

## Best practices to promote diversity and inclusion at the GI Hub

To ensure the promotion of diversity and inclusion the GI Hub aims to:

### In our work

- Ensure that all individuals, communities or social groups are to/can benefit from infrastructure.
- Embed principles in the selection, development and delivery of GI Hub projects to promote the mainstreaming of diversity and inclusion in our work.
- Encourage the broad participation of diverse perspectives in all GI Hub activities aligned with RAPID process and delegation of authority where relevant.
- Review new partners' commitment and capacity to promote diversity and inclusivity.
- Achieve gender balance in the workshops, events and capacity building programs that the GI Hub host and facilitate, primarily for speakers or presenters but also for attendees and consider the diversity of events and activities that we are invited to participate in and make our partners/hosts aware of any concerns we have.
- Encourage ,and where possible, take actions to facilitate global representation.
- Ensure there is flexibility and openness to create opportunities that support diversity and inclusivity that present themselves during our work.
- Support and provide leadership on the G20's agenda on quality infrastructure, which recognises that diversity and inclusiveness are key components of quality infrastructure.

### At the corporate level

- Ensure diversity and inclusivity considerations, including the prevention of discrimination, bullying, harassment (including sexual harassment), workplace violence, victimisation, vilification, and vexatious complaints, and protecting human rights are constantly promoted in the implementation of our existing policies and the development of new policies.



#### A G20 INITIATIVE

- Continue to roll out and promote the existing grading and remuneration, recruitment and promotion process which is gender-neutral and merit-based.
- Be mindful of diversity and inclusivity when developing business and strategic plans and measuring impact.
- Ensure leaders at all levels of the organisation continue to implement diversity and inclusivity in their work and leadership by embedding diversity targets in personal goals.

#### Performance measurement

- Ensure diversity and inclusivity targets are expressed, measured and reported using qualitative and quantitative indicators in the annual report, impact report, and Board reporting.
- Ensure that the GI Hub's strategic and business planning and related initiatives planning includes a lens of diversity and inclusivity so that our work program and our impact is captured in our reporting.

The GI Hub has implemented numerous internal policies to help achieve diversity and inclusivity across the organisation. These include:

- Code of Conduct.
- Working Together Policy.
- Working Safely and Enhancing Wellbeing Policy.
- Flexible Working Policy.
- Leave Policy.
- Remuneration Framework.



## Metrics (to be achieved by the end of 2022)

Objective
Ensure at least 50% of all roles in the company are represented by women
Increase the number of women speakers/presenters at all GI Hub hosted events, conferences and seminars by 10% per year
Increase and maintain representation of presenters from developing economies by 10% each year
Publish at least one thought-piece, OpEd, blog post or podcast on diversity and/or inclusivity in infrastructure each year
Propose one initiative to each new Presidency that promotes diversity and/or and inclusivity
Map and report diversity and inclusivity targets/progress in the annual report, impact report, and Board reports
Coordinate at least one activity or initiative for staff that promotes diversity and inclusion

Policies and commitment are reviewed annually to ensure that they meet our objectives and that they are fit for purpose.

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