

# Equity Policy

*March 2017*

The MacDiarmid Institute for Advanced Materials and Nanotechnology is a New Zealand Centre of Research Excellence. We are committed to upholding the principles of Te Tiriti o Waitangi, and recognizing the distinct status of Māori as tangata whenua, with whom we look to partner to achieve greater diversity and inclusion within the scientific community.

We believe that science must be inclusive of people from many backgrounds, and we acknowledge that we need to do work to remove the barriers that still remain for people from underrepresented groups. We are committed to the safety and support of our people, and therefore will work to promote inclusion, and prevent bullying and discrimination in all their forms.

We commit to appropriate representation of our community at all MacDiarmid Institute events. It should be noted that we currently have an investigator cohort comprised of 30% women, independent of seniority in the institute, at both Principal and Associate Investigator levels. A programme of speakers is required to be provided to the Director in advance of every event to ensure that it does not misrepresent our community. We also encourage all event organisers to think of ways to encourage broader diversity

The MacDiarmid Institute has the following policies in place, and we require all members of the institute to abide by and implement them.

Our event code of conduct

Our sponsorship policy

Our childcare policy