



Board Diversity Policy

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Reviewed: Annually
Responsible Group: Board Governance Committee



Board Diversity Policy

The Australian International School Foundation Limited (the “Foundation”) values the benefits that diversity can bring its board of governors (the “Board”). Diversity promotes the inclusion of different perspectives and ideas, mitigates against group think and improves oversight, decision-making and governance. Diversity on the Board also demonstrates the Foundation’s commitment to diversity at all levels within the organisation.

The Foundation is also committed to fostering an inclusive culture based on merit and free of conscious or unconscious bias.

At all times, the Foundation seeks to maintain a Board comprised of talented and dedicated governors with a diverse mix of experience, skills and backgrounds collectively reflecting the strategic needs of the Foundation and the Australian International School community and the nature of the environment in which it operates. When assessing Board composition or identifying suitable candidates for appointment or re-election to the Board, the Foundation will consider candidates using objective criteria having due regard to the needs of and the benefits of diversity to the Foundation. For the purposes of this policy, diversity includes business experience, gender, age, race, ethnicity, national origin, sexual orientation or identity, disability and education.

With a view to enhancing Board diversity, the Board and its Nominations Committee will endeavour to ensure when recruiting new candidates for governor, that search protocols include the identification of a reasonable proportion of candidates who are women and whose racial or ethnic diversity is reasonably representative of that of the School community. In the event that the Board or the Nominations Committee chooses at any time to engage an external search firm to assist in filling a Board role, such external search firm should have their own suitable policy and practices reflecting a commitment to diversity and inclusion and will submit to the Board or the Nominations Committee a diverse candidate pool.

The Foundation believes promotion of diversity is best served through careful consideration of all the knowledge, experience, skills and backgrounds of each individual candidate for governor in light of the needs of the Board and the school community and, accordingly, has not adopted specific Board diversity targets.

The Board seeks to maintain diversity in membership of its Committees and in Board leadership roles and will consider diversity when assigning chair roles for the Board and its committees.

Annually the Governance Committee will review this policy and assess its effectiveness in promoting a diverse Board, including reassessing the need for specific diversity targets.