



MERCURY AUSTRALIA

Event Diversity and Inclusion Plan

1 Introduction

The 2025 Mercury Australia Symposium is committed to fostering an environment where diversity in ideas, experiences, and identities is embraced. The purpose of this plan is to establish a framework for achieving equitable representation among the steering committee members, speakers, and participants. We recognise that diversity and inclusion extend beyond mere numbers: they involve creating spaces where every stakeholder feels respected, empowered, and heard.

2 Vision and Objectives

Our vision is to create a Symposium that:

- **Celebrates Diversity:** Bringing together individuals from varying cultural, gender, demographic, professional, and experiential backgrounds.
- **Promotes Inclusion:** Ensuring that every voice is valued and that participants feel safe to share, innovate, and challenge the status quo.
- **Builds Equity:** Actively removing barriers that might restrict participation from historically underrepresented groups.

Objectives:

- **Steering Committee:** A diverse committee that shapes the event's direction with broad perspectives.
- **Speakers:** A dynamic roster of speakers whose varied expertise is reflective of the membership of Mercury Australia.
- **Participants:** Diverse attendees from across Australia, ensuring wide geographic participation and accessibility to maximise representation at the Symposium.

3 Implementation Framework

3.1 Steering Committee Development

3.1.1 Audit and Gap Analysis

- **Action:** Conduct an initial audit of the current committee's demographics, professional backgrounds, and areas of expertise.
- **Purpose:** Identify gaps in representation (e.g., gender, racial/cultural background, region, career stage) and invite additional members if needed.

3.2 Speaker Selection Process

3.2.1 Supporting Inclusion of Participants from Underrepresented and Isolated Institutions

- **Action:** Actively advertise the symposium to all Mercury Australia members and collaborators with a wide geographic outreach.
- **Purpose:** Ensure that invitations to candidates from underrepresented and more geographically isolated institutions or communities are supported, helping to create a symposium that reflects Australia's rich cultural and professional mosaic.

3.2.2 Call for Abstracts and Public Outreach

- **Action:** Issue a widely publicised call for speaker abstracts, with emphasis on inviting submissions from professionals with diverse backgrounds.
- **Purpose:** Create transparency in the selection process and encourage applications from individuals who might otherwise be overlooked.

3.3 Participant Engagement and Outreach

3.3.1 Equitable Outreach and Communication

- **Action:** Review Symposium materials that are inclusive in language and imagery, using accessible digital formats.
- **Purpose:** Reach a wider audience from a wide geographic range.

3.3.2 Scholarships and Financial Assistance

- **Action:** Establish a scholarship and sponsorship program to subsidise participation fees for research students.
- **Purpose:** Reduce the impacts of financial constraints on access to the symposium.

3.3.3 Accessibility Enhancements

- **Action:** Organise the event in an accessible venue with accommodations for individuals with disabilities. Provide options for virtual attendance and consider other forms of support that could be offered on request, depending on specific accessibility needs.
- **Purpose:** Guarantee that every participant can engage with the Symposium on equal footing.

4 Accountability and Continuous Improvement

4.1 Feedback Mechanisms

- Utilise pre- and post-event surveys to collect qualitative and quantitative feedback from speakers, and participants regarding the inclusivity of the event.

5 Conclusion and Next Steps

The 2025 Mercury Australia Symposium aspires to be a flagship event for the Mercury Australia community that exemplifies a commitment to diversity and inclusion

Moving forward, periodic reviews and open dialogue will allow us to refine these strategies for future symposia and ensure ongoing progress. The success of this event rests on our collective commitment to inclusivity and the belief that diverse perspectives are essential for innovation and growth.

This plan not only aims to meet current diversity and inclusion benchmarks, but it also seeks to inspire continuous improvement and meaningful transformation within the Mercury Australia network.

For further information about Mercury Australia, contact us [here](#).