



ADVANCING BUILT ENVIRONMENT
COST PROFESSIONALS

AIQS DIVERSITY, EQUITY, INCLUSION (DEI) POLICY

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1. OBJECTIVES

Purpose

The Australian Institute of Quantity Surveyors (AIQS) recognises that diversity, equity, and inclusion (DEI) play a crucial role in serving members, upholding standards, and strengthening the quantity surveying profession. Through best practice governance, transparency and accountability, AIQS seeks to lead by example by being committed to embedding and recognising diversity, equity, and inclusion across governance frameworks, policies, and activities. AIQS is committed to creating an inclusive professional community where all members feel welcomed, respected, and able to fully participate.

Scope

For the purposes of this Policy, AIQS representatives includes the board of directors, chapter councillors, staff, members, committees and working group participants, and any other persons acting for, or on behalf of, AIQS (AIQS Representatives).

The Policy governs how AIQS serves, supports, and engages with AIQS members across all activities, including membership admission and elevation, promotion of the quantity surveying profession, professional development, university accreditation, standards, networking, communications, advocacy, governance, and service delivery, and applies in every country and region in which AIQS operates, with consideration given to relevant local laws, cultural contexts, professional expectations, and member needs.

The Policy informs how AIQS seeks to foster an inclusive and respectful professional community, eliminate barriers to participation, and promote equitable access to opportunities for all members and stakeholders. This Policy also articulates AIQS's commitment to continuous improvement in diversity, equity, and inclusion. AIQS will regularly review practices, policies and outcomes to better reflect the diversity of its membership and the broader community it serves, and to ensure members are treated fairly, respectfully, and without discrimination.

AIQS representatives and members are expected to uphold and support this Policy in their engagement with and representation of AIQS and in the design, delivery, and oversight of member centric activities and services. While AIQS does not control members' workplaces or business practices, it plays an important role in setting expectations, promoting standards, and supporting members to adopt inclusive and equitable professional practices.

2. DEI DEFINITIONS AND PILLARS

AIQS has chosen to use the following definitions of diversity, equity, and inclusion as published by the United Nations Global Compact.

Diversity often focuses on quantity: The representation of different groups in an enterprise. Business efforts to drive diversity aim to ensure that people from a range of groups experience equality of opportunity and treatment in access to employment, development, promotion and pay. Diversity refers not only to similarities and differences linked to personal characteristics such as age, disability, gender, gender identity, ethnicity, race, religion, sexual orientation and people living with HIV but also similarities and differences such as values, workstyles, caring responsibilities, hierarchical levels and work roles. Each person has multiple groups they identify with which can change over time, potentially influencing and shifting their employment opportunities and outcomes.

While diversity tends to focus on quantity, equity and inclusion are focused on quality. **Equity** recognises that each person has different circumstances, that historically, some groups of people have experienced discrimination and that reaching equal outcomes will not be achieved by treating everyone the same. Equity and reaching equal outcomes require the allocation of resources and opportunities according to circumstance and need.

Inclusion is relational, it is about the experience of individuals and groups in the workplace. A person's feeling of inclusion at work is related to their personal characteristics, their own behaviour and that of others and the environment they are in. Full inclusion happens when individuals experience a balance between belonging with

others at work - feeling they are part of the whole enterprise – as well as being seen, understood, and valued as an individual, with a unique identity, skills, and experience.

The Policy covers the following DEI pillars:

- Leadership and Accountability
- Access and Participation
- Cultural Inclusion and Belonging
- Capability and Education
- Safety and Respect
- Continuous Improvement.

3. ACCOUNTABILITIES AND RESPONSIBILITIES

AIQS Board

The AIQS Board of Directors (Board) is responsible for setting the tone and strategic direction for DEI across AIQS by: providing leadership and oversight of AIQS's DEI commitments

- ensuring this Policy is effective
- ensuring DEI considerations are integrated into strategy, governance, risk management, and decision making
- promoting accountability, transparency, and continuous improvement in DEI outcomes
- supporting AIQS being an advocate for better professional practice through DEI.

AIQS Representatives

AIQS representatives are responsible for upholding this Policy in all aspects of their work for AIQS by:

- acting consistently with AIQS's DEI principles and values
- treating members, stakeholders and colleagues with respect and professionalism
- applying fair, inclusive, and transparent practices in dealings, decision making, and service delivery
- participating in DEI learning, training, and awareness activities as required
- supporting initiatives that improve access, participation, and inclusion across the membership.
- assisting the Board in monitoring the Policy's effectiveness and continuous improvement initiatives through reporting and measurement as required.

AIQS Members

AIQS members play an important role in advancing diversity, equity, and inclusion within the profession and across the built environment. AIQS recognises that members operate across diverse workplaces and jurisdictions. This Policy does not prescribe how members must manage their organisations but promotes shared professional values and good practice.

Members are expected to:

- act consistently with the principles of this Policy and the AIQS Code of Conduct
- demonstrate professionalism, respect, and ethical behaviour when engaging with and on behalf of AIQS, peers, and the broader community
- support inclusive professional practice and continuous improvement within their own professional contexts
- engage constructively with AIQS guidance, education, and initiatives aimed at strengthening DEI capability across the profession.

4. MEASUREABLE OBJECTIVES AND CONTINUOUS IMPROVEMENT

To support continuous improvement and to focus efforts on achieving meaningful and sustainable outcomes, AIQS has measurable diversity, equity, and inclusion objectives relevant to governance, programs, and professional activities. These objectives are intended to provide a disciplined, transparent, and outcomes focused approach to advancing DEI across AIQS and the quantity surveying profession.

The purpose of setting measurable objectives is to assist AIQS:

- monitor progress and evaluate the effectiveness of DEI initiatives and programs
- identify areas for improvement and inform future priorities
- promote accountability and evidence-based decision making
- demonstrate leadership and commitment to best practice within the quantity surveying profession.

AIQS recognises that it influences, rather than directs, the conduct of members and the profession more broadly. Any objectives established under this Policy will reflect AIQS's role as a peak professional body, be proportionate and appropriate, and rely on aggregated and voluntarily provided information where relevant.

Measurable objectives, and status updates, will be captured in the AIQS strategic goals and reviewed periodically and may be reported at an aggregate level to support transparency, learning, and continuous improvement, while respecting privacy obligations and the diverse contexts in which members operate.

5. GOVERNANCE AND REPORTING

Governance oversight of DEI is shared across AIQS. The AIQS DEI Committee is responsible for guiding the DEI approach, priorities, and supporting initiatives, with ultimate accountability held by the AIQS Board. AIQS respects member privacy. Personal information collected for DEI purposes will be optional, handled sensitively, and managed in accordance with privacy laws and the AIQS Privacy Policy.

This Policy will be reviewed every three years and progress against AIQS DEI commitments and any supporting strategies will be reviewed annually. Action items connected to strategies are reviewed monthly by staff and the DEI Committee to ensure progress and tracking occurs. DEI statistics are included in the AIQS Operating Plan and updated yearly. DEI outcomes may be reported in the AIQS Annual Report or other appropriate public communications to support transparency and accountability.

Where measurable objectives are used to assess progress, AIQS will take a balanced and outcomes focused approach to reporting. If progress is slower than anticipated or objectives are not fully achieved, AIQS will outline the key lessons learned, identify any barriers or gaps, and describe actions being taken to strengthen future outcomes. This approach reflects AIQS's commitment to continuous improvement rather than fixed outcomes.