

Inclusion, Diversity, Equality, Accessibility Statement (IDEA)

At Interactive Games and Entertainment Association (IGEA) we recognise and encourage diversity and inclusion in our industry, recognising people of all genders, sexual orientations or identity, disabilities, neurodiversity, ethnicities, races, education, religions, ages, vocal characteristics, physical appearance or work experience.

We value the diversity of the Australia & New Zealand video game industry and recognise the importance of not only acknowledging these differences but accommodating them in an equitable manner.

As the industry's peak trade association, it is our aim to represent an industry that can be enjoyed by everyone. We recognise that we have a responsibility to model fair diversity, inclusion & accessibility. We strive to lead and acknowledge that there is always room for improvement.

We are committed to a non-discriminatory approach and providing equal opportunity for employment and advancement in all our departments, programs, and worksites. This includes, but is not limited to, any contractors, suppliers and stakeholders that we engage.

In delivering our advocacy and policy work, we are committed to a non-discriminatory approach as well as considerations of equality in all that we do.

IGEA commits to following these steps to improve and model inclusion in our industry:

- The appointment of a Diversity Lead who will champion diversity and inclusion in all our activities.
- Taking steps to ensure consideration is given to accessibility in all our materials. Considerations should include, but are not limited to, live captioning, Auslan interpreters, alt text for images, making materials e-reader accessible. *
- Where possible, to seek out and hire Aboriginal people to perform a Welcome to Country at our events, while ensuring our events, materials, and meetings include an Acknowledgement of Country.
- To acknowledge and dismantle any inequities within our own policies, systems, programs and events.
- Advocate, highlight and where practical support programs, events, organisations, groups or other forms of diversity and inclusion projects.
- Commit time and resources to expand, wherever possible, more diverse leadership within our board, staff, committees, working groups and advisory bodies.
- Oppose and avoid all forms of unlawful discrimination.
- Use our platform to lead with respect and understanding.
- Always look for opportunities to highlight, uplift and assist in matters of diversity and inclusion.
- Strive to provide a diverse, inclusive and equitable workplace, and to provide the resources for others to provide for their own employees.

IGEA is an Australian based organisation and recognises the Australian Aboriginal and Torres Strait Islander peoples as the first inhabitants of country and the traditional custodians of the lands where we live, learn and work. We will work to include the Aboriginal people in all that we do.

* Those needing to book an interpreter or re speaker for HoH, Deaf, and/or Deafblind, please contact [Felicity](#).