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## IPHC Rules of Procedure (2024) - Draft

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### PURPOSE

To provide the Commission with proposed amendments to the current IPHC Rules of Procedure (2023) to include a new rule on Diversity, Equity, Inclusion, and Accessibility (DEIA) to the current IPHC Rules of Procedure (2023) (as Rule 2).

### BACKGROUND AND DISCUSSION

In accordance with Rule 19, paragraph 1 of the IPHC Rules of Procedure (2023), which states:

*“1. These Rules of Procedure should be reviewed for their consistency and appropriateness at least biennially.”*

### Rule 2 – Diversity, Equity, Inclusion, and Accessibility

This is a new rule to be added to the IPHC Rules of Procedure as Rule 2. Currently Rule 1 consists of definitions that would become preambular text to the Rules of Procedure, and thus, would not be assigned a Rule number.

The current Rule 2 - Authority, Purpose and Scope, would be elevated to Rule 1.

**Justification:** In 2021, the IPHC Secretariat adopted an internal policy of promoting Diversity, Equity, Inclusion, as well as accessibility, in our staff regulations. However, we would like to expand this policy to include the broader Commission, more specifically to cover the officers of the IPHC, meeting participants, employees, and broader stakeholder engagements, given that collectively we are the most valuable asset the IPHC as an organisation possesses.

The overarching goal of the new organisational DEIA rule, would be to ensure that every person, regardless of their gender, race, ethnicity, age, sexual orientation, physical ability, or socioeconomic status, feels welcome and to thrive in the IPHC community.

Diversity supports our mission, and our collective success can only occur in an open and inclusive environment. We believe that the IPHC is already fully committed to these principles, and thus, the inclusion of this new Rule would send a positive message to both internal and external parties.

### RECOMMENDATION/S

That the FAC:

- 1) **NOTE** paper IPHC-2024-FAC100-09 that proposed to include a new rule on Diversity, Equity, Inclusion, and Accessibility (DEIA) to the current IPHC Rules of Procedure (2023) (as Rule 2).
- 2) **RECOMMEND** that the Commission adopt revised Rules of Procedure that include a DEIA as Rule 2; the movement of the Definitions from Rule 1 to preambular text, and the existing Rule 2 - Authority, Purpose and Scope, to Rule 1.

### APPENDICES

**Appendix I:** IPHC Rules of Procedure (2024) – Draft revisions to Rule 2

## **Appendix A**

### **Rule 2 – Diversity, Equity, Inclusion, and Accessibility**

The IPHC places the highest value on fostering, cultivating and preserving a culture of diversity, equity, inclusion, and accessibility. Every person, regardless of gender, race, ethnicity, age, sexual orientation, physical ability, or socioeconomic status, deserves to feel welcome and to thrive in our community. Diversity supports our mission, and our collective success can only occur in an open and inclusive environment. The IPHC is fully committed to these principles.

The individuals within the IPHC - its officers, meeting participants, employees, and wider stakeholders - are our most valuable assets. The collective sum of our individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that we invest in the IPHC's mission enriches our discussions of scientific and socioeconomic issues. These attributes represent a significant part of not only our organizational culture, but also define our reputation and achievement as an international organisation.

In our commitment to these principles, we embrace and encourage differences in age, colour, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socioeconomic status, veteran status, and other characteristics that make people unique.

The principles of diversity, equity, inclusion, and accessibility guide our practices and policies in all areas, including the appointment of members of the Commission's subsidiary bodies and their conduct, recruitment and selection at the IPHC Secretariat, and to every facet of the IPHC's work.

Every officer of the IPHC, employee, and stakeholder participating in IPHC business, is responsible for treating others with dignity and respect, and for exhibiting conduct that is inclusive towards all others.

Ultimately, our commitment to diversity, equity, inclusion, and accessibility is about creating a community where every individual can contribute their best in an environment that values and respects their unique perspectives.