

## FPM Board Diversity Matrix

As per FPM Bylaw 1, the FPM diversity matrix serves to ensure that the FPM board aspires to meaningful diversity.

Variable	Aspiration	Recommendation
Aboriginal and/or Torres Strait Islander identity, Māori identity, or people not Indigenous to Australia or New Zealand	In accordance with FPM/ANZCA's commitments to Reconciliation and Te Tiriti o Waitangi Roadmap, FPM aspires to have Aboriginal and/or Torres Strait Islander members and Māori members on its board.	If no Aboriginal and/or Torres Strait Islander candidate and/or a Māori candidate are elected to the board, this will be a consideration in the co-option process.
Cultural safety	In accordance with FPM/ANZCA's commitments to Reconciliation and Te Tiriti o Waitangi Roadmap, it is vital that FPM board members have strong reflexive practice and cultural competency. Experience or expertise in Indigenous affairs, advocacy, or community engagement are assets to the board.	As a minimum, all board members should complete annual cultural competency CPD. The board aims to have several members who demonstrate high-levels of cultural competency.
Gender	In accordance with FPM/ANZCA's gender equity commitment, the board aims for balanced gender representation including male, female, non-binary and others.	If there is a significant gender imbalance after voting, balancing gender will be a consideration in the co-option process.
Career stage	Board diversity will be enhanced by a mix of early-, mid- and late-career members. This diversity creates a mix of agility and experience.	There will be one identified New Fellow board member position. Consideration should be given to balancing career stages across the remaining positions.
Primary specialty	FPM is an interdisciplinary faculty including specialists from many backgrounds. Differing specialty perspectives are valued.	There should be board members from at least three different primary specialties represented on the board. Co-option may be used to diversify primary specialties.

Region of residence and main practice	To reflect the diversity of residence and practice locations of our fellowship, the board should have people from several different Australian states and/or territories, people based in New Zealand and may include fellows based in other countries.	A minimum of one member residing in New Zealand and a minimum of three Australian States or Territories represented amongst remaining board members. If no members are elected from a populous region, this will be considered in the co-option process.
Practice setting	Given the diversity of practice settings in which fellows work, FPM considers it important to have a mix of members who work predominantly in public and those working in private.	There should be at least two members of each setting on the board.
Procedural/Non-procedural	Because the procedures endorsement program is an asset to FPM, it is important that the board includes some members with procedural endorsement as well as nonprocedural fellows.	There should be at least two members of each group on the board.

This matrix ensures a comprehensive representation of various dimensions of diversity relevant to the faculty, enhancing the board's effectiveness and inclusivity. Adjustments can be made based on specific faculty needs or priorities.

## CHANGE CONTROL REGISTER

Version	Author	Reviewed by	Approved by	Changes
1	M Otten	FPM Executive FPM Board	FPM Board Dec 2024	Creation

Date of next review	2026
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