

DIVERSITY, EQUALITY & INCLUSIVITY POLICY

Purpose *Foni T Pollitt Wine Educator*, we are committed to fostering a diverse, equitable, and inclusive environment for all students pursuing studies in wine education. This policy ensures that all students, regardless of background, have equal opportunities to thrive, contribute, and succeed in the wine industry.

Commitment to Diversity We recognize and celebrate the diversity of our student body, including but not limited to differences in race, ethnicity, gender, sexual orientation, socioeconomic background, disability, and age. We encourage the inclusion of perspectives from diverse cultures and traditions in wine education.

Equity in Opportunities We strive to provide equitable access to educational resources, mentorship, and networking opportunities.

Inclusive Learning Environment We are dedicated to maintaining a learning space that is free from discrimination, harassment, and bias. We are trained in inclusive teaching practices, and students are encouraged to engage in respectful dialogue and collaboration.

Accessibility We are committed to making wine education accessible to all students by providing necessary accommodations and support services for those with disabilities. This includes accessible learning materials, adaptive technologies, and physical accessibility at events and tastings.

Cultural Awareness and Representation Wine is a global industry with rich cultural traditions. We aim to incorporate diverse wine regions, histories, and perspectives into our curriculum and events, ensuring that all students feel represented and valued.

Reporting and Accountability Students who experience or witness discrimination, harassment, or bias are encouraged to report their concerns through the appropriate channels. We have established clear procedures for addressing DEI-related issues and ensuring accountability within our institution.

Continuous Improvement We are committed to ongoing evaluation and improvement of our DEI initiatives. Student feedback, advisory committees, and partnerships with diverse wine organizations help shape our policies and practices through WSET Global.

By fostering a culture of diversity, equity, and inclusion, we empower all wine students to excel and contribute meaningfully to the wine industry and beyond.

For any questions or queries please feel free to contact foini@mayfairlane.com.au

Please visit WSET Governance Team governance@wsetglobal.com for any other enquiries.

Please visit <https://humanrights.gov.au/our-work/employers/quick-guide-australian-discrimination-laws> for more information.