

Ally Network Charter

Purpose

The Virtus United Ally network (**Ally network** or **the network**) was formed to provide a visible, trusted and welcoming network of people for our gender and sexuality diverse employees and patients. Members of the network pledge their commitment to continuously learning about support.

Authority

A network leader will be appointed to act as the conduit between the network and the executive leadership team (**ELT**). The role of the network leader is to represent the views of the Ally network with the ELT, but is not a member of the ELT.

The Ally network may provide recommendations for areas of improvement within the workplace and within the patient journey to enhance the LGBTQIA+ experience based on their interactions and learnings. These recommendations may be presented to the Virtus ELT for their consideration and discussion by the network leader. The ELT maintain authority over the final decisions made as a result of the recommendations presented.

Responsibilities

In order to fulfil its purpose, the network will be responsible for:

- Acting as a role model for inclusive communication and actions.
- Challenging and maintaining zero tolerance for non-inclusive behaviours, actions and conversations.
- Providing a confidential space and listening with an open mind.
- Educating others on inclusion and inclusive behaviours through correcting misinformation and calling out non-inclusive interactions and language.
- Understanding the challenges with disclosing and affirming gender, sex or sexuality and providing the necessary support to colleagues and patients during this process.
- Raising awareness of common issues that our LGBTQIA+ colleagues and patients face and suggesting ways to eliminate these issues.
- Respecting confidentiality at all times.

Membership

Members of the ally network must be employees of a Virtus Health entity and must complete the relevant gender and sexuality diversity and inclusion training. All members display the ally network badge in their email signature (downloadable from the Virtus intranet) and wear a rainbow lanyard as a visible sign of allyship. All employees are welcome to join the ally network.