



DIVERSITY POLICY

Adopted by the Committee of Management: 20/11/2020

1. Introduction

In order to effect the South Eastern Radio Association (Casey Radio 97.7FM) vision and purpose as detailed in its Strategic Plan, Casey Radio 97.7 FM affirms and aims to reflect within its own structure the community broadcasting sector's principles of diversity, access and equity.

In order to best meet and support the needs of our community, Casey Radio 97.7 FM strives to ensure that all stakeholders have equal access to relevant information, services and opportunities, and that its culture and management systems are aligned with these principles.

Casey Radio 97.7 FM is committed not only to complying with applicable laws such as:

- Disability Discrimination Act 1992 and
- Human Rights and Equal Opportunity Commission Act 1986

in all of its operations, but aspires to set an example to the broader community by promoting and embracing diversity and cultural sensitivity, and by fostering anti-discrimination awareness and behavior amongst staff and volunteers in our commitment to achieving social justice and a thriving community media outlet.

2. Purpose

This Diversity, Access and Equity Policy provides a framework to:

- ensure the membership of the Casey Radio 97.7 FM Committee of Management are appropriately diverse and to establish how these objectives can be met and measured
- bring together the different accountabilities involved in different areas of accessibility, and to clarify the nature of these responsibilities in each area
- integrate a philosophy of equity into all the organisation's activities and to establish and promote accessible practices in our operations.

3. Definitions

- Diversity refers to the visible and invisible differences that exist between people, such as gender, culture, ethnicity, physical and mental ability, sexual orientation, age, economic status, language, faith, nationality, education, geographical location and family/marital status. It also refers to diverse ways of thinking and ways of working.
- This policy should be read in conjunction with all Casey Radio 97.7 FM Policies.

4. Policy

Casey Radio 97.7FM respects and values the advantages of diversity and the benefits that



flow from the integration of diversity principles throughout its culture and management structures. Casey Radio 97.7 FM seeks to add to, nurture and develop itself through the collective skills and diverse experience and attributes of the members of its Board and Committees through a blend of skills, experiences, perspectives, styles and attributes including their culture, gender, age and geographic location.

While not limited to the following groups, current priorities for affirmative action within leadership structures at Casey Radio 97.7 FM include:

- Aboriginal and Torres Strait Islander peoples
- Women
- People with culturally and linguistically diverse backgrounds
- People with a disability
- Gay, Lesbian, Bisexual, Transgender and Intersex people
- Young people

Casey Radio 97.7 FM promotes diversity, supports equal rights, and does not advocate, support or practice discrimination based on race, religion, age, national origin, language, gender, sexual orientation, or mental or physical handicap or disability, except where affirmative action may be required to redress disadvantage.

Casey Radio 97.7 FM will make all reasonable efforts to allow people who experience difficulty accessing our information and services to overcome any impediments.

Casey Radio 97.7 FM commits itself to:

- **Diversity:** Casey Radio 97.7 FM will develop strategies, initiatives and programs to promote diversity on its Board and Committees.
 - **Gender diversity:** Casey Radio 97.7 FM is committed to achieving Diversity gender balance on its Board and Committees and will set and publish measurable objectives and targets to achieve gender balance. Casey Radio 97.7 FM gender balance target is to reach 40 per cent men, 40 per cent women and 20 per cent either for the Committee of Management and any sub-Committees by 1 July 2021.
 - **Diverse appointments:** Casey Radio 97.7 FM will set and publish procedures to achieve diversity of appointments on its Board and Committees.
- **Reconciliation:** Casey Radio 97.7 FM supports the Australian Declaration Towards Reconciliation. Casey Radio 97.7 FM further supports the National Strategies to Advance Reconciliation, as proposed by the Council for Aboriginal Reconciliation and the work of Reconciliation Australia.
- **Access and Equity:** ensuring our information and services are available to everyone who is entitled to them, free from discrimination. Services will be developed and delivered on the basis of fair treatment of all stakeholders.
- **Communication:** using all necessary and cost-effective strategies to inform eligible applicants of available opportunities, and to provide information in forms that are accessible to people with different abilities or from diverse cultural and linguistic backgrounds.
- **Consultation and Responsiveness:** remaining sensitive to the needs and requirements



of stakeholders with different abilities or from diverse cultural and linguistic backgrounds; consulting with stakeholders about the adequacy, design and standard of services; and being responsive as far as practicable to the particular circumstances of individuals.

5. Risk Management

Association is responsible for providing a wide and diverse range of services to its community. All of these activities involve some form of risk, which must be managed to ensure that aims and objectives are achieved, services are delivered and that opportunities to deliver better and more cost effective services are realised. If Association is not aware of, or has not adequately assessed or managed some risks, it could result in financial loss, threats to public or employee safety or lead to substantial adverse publicity.

The Casey Radio has a comprehensive risk management program embedded within all service and functional areas of Association.