



DIVERSITY POLICY

Adopted by The Committee of Management: October 23 2025

1. Introduction

In order to affect the Casey Radio vision and purpose as detailed in its Strategic Plan Casey Radio 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 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.

In all of its operations, Casey Radio is committed to complying with applicable laws such as:

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

Casey Radio aspires to set an example to the broader community by:

- promoting and embracing diversity and cultural sensitivity
- fostering anti-discrimination awareness and behaviour amongst staff and volunteers, and
- committing 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 Committee of Management is 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.

4. Policy

This policy should be read in conjunction with all Casey Radio Policies.

- 4.1. Casey Radio respects and values the advantages of diversity and the benefits that Casey Radio flow from the integration of diversity principles throughout its culture and management structures.
- 4.2. Casey Radio 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.
- 4.3. While not limited to the following groups, current priorities for affirmative action within leadership structures at Casey Radio include:
 - 4.3.1. First Nations peoples
 - 4.3.2. Women
 - 4.3.3. People with culturally and linguistically diverse backgrounds
 - 4.3.4. People with a disability
 - 4.3.5. Gay, Lesbian, Bisexual, Transgender and Intersex people
 - 4.3.6. Young people
- 4.4. Casey Radio 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.
- 4.5. Casey Radio will make all reasonable efforts to allow people who experience difficulty accessing our information and services to overcome any impediments.

5. Consultation and Responsiveness:

Casey Radio commits itself to:

- 5.1. Diversity: Casey Radio will develop strategies, initiatives and programs to promote diversity on its Board and Committees.
- 5.2. Gender diversity: Casey Radio is committed to achieving diversity gender balance on its Committee of Management and Committees and will set and publish measurable objectives and targets to achieve gender balance.
- 5.3. Diverse appointments: Casey Radio will set and publish procedures to achieve diversity of appointments on its Committee of Management and Committees.
- 5.4. Reconciliation: Casey Radio supports the Australian Declaration towards Reconciliation. Casey Radio further supports the National Strategies to Advance Reconciliation, as proposed by the Council for Aboriginal Reconciliation and the work of Reconciliation Australia.
- 5.5. Access and Equity: Will ensure 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.
- 5.6. Communication: Use 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.

Casey Radio will:

- 5.7. Remain sensitive to the needs and requirements of stakeholders with different abilities or from diverse cultural and linguistic backgrounds;
- 5.8. Consult with stakeholders about the adequacy, design and standard of services and being responsive as far as practicable to the particular circumstances of individuals.
- 5.9. Promote the identities of local communities and contribute to social inclusion.
- 5.10. Strengthen Australia's democracy by sharing diverse content from diverse and underrepresented communities which includes First Nations communities, communities in regional and remote Australia, culturally and linguistically diverse communities, faith-based communities, youth, and seniors' communities, the LGBTQIA+ community and people with a disability.

6. Risk Management

Casey Radio 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 Casey Radio 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.

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

7. Contact information

Should you require further information or assistance, please contact the Secretary:
secretary@caseyradio.com.au