# Diversity Policy

# TEMPLATE

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**1. Purpose**

The Diversity Policy provides a framework to:

* Ensure the membership of the [ORGANISATION] Board is appropriately diverse and to establish how these objectives can be met.
* Ensure the staffing of [ORGANISATION] is appropriately diverse and to establish how these objectives can be met.
* Integrate a philosophy of diversity into all [ORGANISATION]’s activities and to establish how these objectives can be met.

**2. 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. Diversity group examples include but are not limited to:

* First Nations peoples
* Geographic diversity
* Indigenous peoples from other countries
* Lesbian, Gay, Bisexual, Transgender and Intersex people
* Older people
* People with culturally and linguistically diverse backgrounds
* People with disabilities
* People with young children
* Remote people
* Women
* Young people

**3. Policy**

### 3.1 Principles

The [ORGANISATION) aims to reflect and enhance the diversity of First Nations communities. in its governance, management, and operations. [ORGANISATION] is in committed to social justice and social inclusion.

[ORGANISATION] is also committed to complying with relevant legislation, including the Disability Discrimination Act 1992 and Human Rights and Equal Opportunity Commission Act 1986. [ORGANISATION] aims to support and enhance anti-discrimination awareness and behavior within [ORGANISATION].

### 3.2 Current priorities

Whilst not limited to the following groups, current priorities[[1]](#footnote-1) for enhancing diversity are as follows:

### 3.2.1 [ORGANISATION] Board of Directors

* Differently abled people
* Geographic diversity
* Senior age people (above 55)
* Women
* Young people (18 -25)

**3.2.2 [ORGANISATION] staffing**

* First Nations people
* Differently abled people
* Senior age people (above 55)
* Women
* Young people (18-25)

**4. Implementation**

**4.1 [ORGANISATION] Board of Directors**

[ORGANISATION] will develop strategies, initiatives and programs to increase Board Director diversity. This may include a review of its Constitution to promote and enable diversity on the [ORGANISATION] Board,

The merit principle for filling Board positions, including the requirement that Board Directors be First Nations people, will continue to guide nominations for the Board. [ORGANISATION] members will continue to be the voting constituency for Board positions consistent with the [ORGANISATION] Constitution.

**Gender diversity**

[ORGANISATION] is committed to achieving as close to a balance to 50/50 split of female and male representation on the [ORGANISATION] Board as possible.

[ORGANISATION] will also consider the potential for female and male Chairperson roles and review whether there is a need to amend the [ORGANISATION] Constitution should the membership considers a female and male Chair as being beneficial to [ORGANISATION].

**[ORGANISATION] is committed to achieving the gender balance target by <year>.**

**Age and ability diversity**

Within the gender groups, [ORGANISATION] is committed to enhancing diversity of age groups (younger people and seniors) and persons with disability. The [ORGANISATION] Board will strive to increase participation of these groups through setting targets for participation. [ORGANISATION] will consider the need to expand the number of Directors set out in the [ORGANISATION] Constitution.

**[ORGANISATION] is committed to having at least two young persons, at least two senior age people, and at least one person with a disability on the [ORGANISATION] Board by <year>.**

**4.2 [ORGANISATION] staffing**

[ORGANISATION] will develop strategies, initiatives and programs to increase staffing diversity.

**First Nations diversity**

The merit principle for filling staffing positions (permanent, casual and contract) will continue with preference given to First Nations people in the case of equal skills and experience.

**[ORGANISATION] is committed to increasing First Nations staffing to a minimum of 90% ATSI employees by 2020.**

**Gender diversity**

[ORGANISATION] is committed to ensuring the number of women staff at 50% of staff positions. [ORGANISATION] will also ensure that there be a 50/50 split of men and women in senior management positions.

 **[ORGANISATION] is committed to ensuring continuation of the targeted ratios.**

**Age and ability diversity**

Within the gender groups, [ORGANISATION] is committed to enhancing diversity of age groups (younger people and seniors) and persons with disability in [ORGANISATION] staffing.

**[ORGANISATION] is committed to setting benchmarks for age and ability diversity group staffing.**

**5. Accountability and Reporting**

**5.1 Accountability**

* [ORGANISATION*]* Board of Directors: The [ORGANISATION] Board Chairperson and General Manager are responsible for implementation of [ORGANISATION] Board of Directors diversity commitments.
* [ORGANISATION] Staffing: The [ORGANISATION] General Manager is responsible for implementation of [ORGANISATION] staffing diversity commitments.

**5.2 Reporting**

The [ORGANISATION] General Manager, through the [ORGANISATION] Annual Report, will report on progress and achievements in meeting the [ORGANISATION] diversity commitments.

## Relevant legislation

* Fair Work Act 2009
* Disability Discrimination Act 1992
* Human Rights and Equal Opportunity Commission Act 1986
* Racial Discrimination Act 1975
* Sex and Age Discrimination Act 2011
* State/Territory Workplace Health and Safety

## Associated policies

* Equal Employment Opportunity Policy

## Authorisation

<Signature of Board Chair>

<Signature of Manager>
<Date of approval by the Board>
<Name of Organisation>

1. Change as needed [↑](#footnote-ref-1)