



DIVERSITY POLICY

1. Purpose

The Diversity Policy provides a framework to:

1. Ensure the membership of the First Nations Media Australia Board is appropriately diverse and to establish how these objectives can be met.
2. Ensure the staffing of First Nations Media Australia is appropriately diverse and to establish how these objectives can be met.
3. Integrate a philosophy of diversity into all First Nations Media Australia'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:

- Aboriginal and Torres Strait Islander 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
- Underprivileged people
- Women
- Young people

3. Policy

3.1 Principles

First Nations Media Australia aims to reflect and enhance the diversity of the remote Indigenous media and communications sector in its governance, management, and operations. First Nations Media Australia is committed to social justice, social inclusion and a thriving Indigenous media sector.

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

3.2 Current priorities

Whilst not limited to the following groups, current priorities for enhancing diversity are as follows:

3.2.1 First Nations Media Australia Board of Directors¹

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

3.2.2 First Nations Media Australia staffing

- Aboriginal and Torres Strait Islander peoples
- Differently abled people
- Senior age people (above 55)
- Women
- Young people (18-25)

3.2.3 First Nations Media Australia operations (for example delegations, selection of service providers)

- Aboriginal and Torres Strait Islander peoples
- Differently abled people
- Senior age people (above 55)
- Women
- Young people (18-25)

4. Implementation

4.1 First Nations Media Australia Board of Directors

First Nations Media Australia 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 Board. The First Nations Media Australia Board of Directors currently comprises a minimum of 5 and a maximum of 9 Directors.

¹ Under the IRCA Constitution Board Directors must be ATSI people.

The merit principle for filling Board positions will continue to guide nominations for the Board. First Nations Media Australia members will continue to be the voting constituency for Board positions consistent with the IRCA Constitution.

Gender diversity

First Nations Media Australia is committed to achieving a balance of 50/50 split of female and male representation on the First Nations Media Australia Board. Given uneven numbers on the Board this may not be able to be achieved as an absolute 50/50 split. However, the ratio of women to men should not fall below 40% women.

Geographic diversity

Within the gender diversity targets, First Nations Media Australia is committed to ensuring that the diverse characteristics of regions, States and Territories is reflected on the Board of Directors. First Nations Media Australia is committed to ensuring that there be representation on the Board across all States and Territories. Furthermore, First Nations Media Australia is committed to ensuring that within States and Territories there will be equitable representation across sub State/ Territory geographic areas relevant to Indigenous media activities. Such areas may be at the level of Remote Indigenous Media Organisations, as well as at the level of major regional or urban areas.

First Nations Media Australia is committed to achieving equitable regional and State/ territory representation on the Board of Directors on an ongoing basis.

Age and ability diversity

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

First Nations Media Australia 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 Board by 2020.

4.2 First Nations Media Australia staffing

First Nations Media Australia will develop strategies, initiatives and programs to increase staffing diversity.

Aboriginal and Torres Strait Islander diversity

The merit principle for filling staffing positions (permanent, casual and contract²) will continue with preference given to Aboriginal and Torres Trait Islander people in the case of equal skills and experience. First Nations Media Australia's Recruitment Policy provides support for this action.

Gender diversity

First Nations Media Australia is committed to ensuring the minimum number of women staff at 50% of staff positions. IRCA will also ensure that there be a 50/50 split of men and women in senior management positions, for example the General Manager and Assistant Manager positions.

The merit principle for filling staffing positions will continue with preference given to women, and mindful of the commitment to age and ability diversity, in the case of equal skills and experience. First Nations Media Australia's Recruitment Policy provides support for this action.

First Nations Media Australia is committed to ensuring continuation of the targeted ratios.

Age and ability diversity

Within the gender groups, First Nations Media Australia is committed to enhancing diversity of age groups (younger people and seniors) and persons with disability in First Nations Media Australia staffing.

The merit principle for filling staffing positions will continue with preference given to age and ability, and mindful of the commitment to gender diversity, in the case of equal skills and experience. First Nations Media Australia's Recruitment Policy provides support for this action.

² Staffing position of under 6 months will prioritise skills and experience.

4.3 First Nations Media Australia operations (for example delegations, selection of service providers)

First Nations Media Australia will develop awareness guides to support selection of service providers, as well as identification of members for participation in First Nations Media Australia representative actions such as delegation. The awareness guides will set out First Nations Media Australia's priorities for increasing diversity, and be provided to appropriate First Nations Media Australia staff, Directors, and other First Nations Media Australia decision making bodies.

First Nations Media Australia shall, wherever feasible, assess proposals for any new (or substantially revised) policies or programs for their direct impact on diversity groups prior to any decision to pursue such proposals.

Any new (or substantially revised) policies or programs that impact in different ways on people from diversity shall, wherever feasible, be developed in consultation with people from those backgrounds or their representative organisations.

5. Accountability and Reporting

5.1 Accountability

- *First Nations Media Australia Board of Directors:* The Board Chairperson and General Manager are responsible for implementation of First Nations Media Australia Board of Directors diversity commitments.
- *First Nations Media Australia Staffing:* The General Manager is responsible for implementation of First Nations Media Australia staffing diversity commitments.
- *First Nations Media Australia Operations:* The General Manager is responsible for implementation of First Nations Media Australia operations diversity commitments.

The General Manager will delegate responsibility to a First Nations Media Australia staff member to monitor the implementation of the Diversity Policy.

5.2 Reporting

The General Manager, through the First Nations Media Australia Annual Report, will report on progress and achievements in meeting the First Nations Media Australia diversity commitments.

Version	Date adopted/revised	Endorsement/Description of change
1.	21/3/2016	General Manager Daniel Featherstone
	6/3/19	Endorsed by First Nations Media Australia Board