

## DIVERSITY POLICY

### **1. Purpose**

The Diversity Policy provides a framework to:

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

The Indigenous Remote Communications Association (IRCA) aims to reflect and enhance the diversity of the remote Indigenous media and communications sector in its governance,

management, and operations. IRCA is committed to social justice, social inclusion and a thriving Indigenous media sector.

IRCA is also committed to complying with relevant legislation, including the Disability Discrimination Act 1992 and Human Rights and Equal Opportunity Commission Act 1986. IRCA aims to support and enhance anti-discrimination awareness and behavior within IRCA 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 IRCA Board of Directors<sup>1</sup>**

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

### **3.2.2 IRCA staffing**

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

### **3.2.3 IRCA 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 IRCA Board of Directors**

IRCA 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 IRCA Board, The IRCA Board of Directors currently comprises a minimum of 5 and a maximum of 9 Directors.

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<sup>1</sup> 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. IRCA members will continue to be the voting constituency for Board positions consistent with the IRCA Constitution.

### **Gender diversity**

IRCA is committed to achieving a balance of 50/50 split of female and male representation on the IRCA 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.

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

**IRCA is committed to achieving the gender balance target by 2018.**

### **Geographic diversity**

Within the gender diversity targets, IRCA is committed to ensuring that the diverse characteristics of regions, States and Territories is reflected on the IRCA Board of Directors. IRCA is committed to ensuring that there be representation on the Board across all States and Territories. Furthermore, IRCA 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.

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

**IRCA 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 IRCA Board by 2020.**

## 4.2 IRCA staffing

IRCA 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 contract<sup>2</sup>) will continue with preference given to Aboriginal and Torres Trait Islander people in the case of equal skills and experience. IRCA's Recruitment Policy provides support for this action.

**IRCA is committed to increasing ATSI staffing to a minimum of 50% ATSI employees for government funded programs (operational) by mid 2017. This will be achieved through staff expansion and/or recruitment where existing staff resign. Targets are subject to funding availability.**

### **Gender diversity**

IRCA 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. IRCA's Recruitment Policy provides support for this action.

**IRCA is committed to ensuring continuation of the targeted ratios.**

### **Age and ability diversity**

Within the gender groups, IRCA is committed to enhancing diversity of age groups (younger people and seniors) and persons with disability in IRCA 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. IRCA's Recruitment Policy provides support for this action.

**IRCA is committed to setting benchmarks for age and ability diversity group staffing by mid 2017, subject to funding availability for expansion of staffing.**

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<sup>2</sup> Staffing position of under 6 months will prioritise skills and experience.

#### **4.3 IRCA operations (for example delegations, selection of service providers)**

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

IRCA 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.

**Diversity awareness guides to be developed by the end of 2016.**

### **5. Accountability and Reporting**

#### **5.1 Accountability**

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

The IRCA General Manager will delegate responsibility to an IRCA staff member to monitor the implementation of the Diversity Policy.

#### **5.2 Reporting**

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

Version	Date adopted/revised	Endorsement/Description of change
1.	21/3/2016	General Manager Daniel Featherstone
	17/5/2016	Endorsed by IRCA Board