

## Diversity Policy

### **PURPOSE**

The 4RFM Diversity Policy ("The Policy") sets out the approach to diversity of employees and volunteers and 4RFM Management Committee ("the Board") of 4RFM Community Radio Station.

The Policy has been established in recognition of the importance of Diversity and to ensure a culture which respects differences and is intolerant of behaviours which are non-inclusive. The Policy has been established to maximise 4RFM's ability to navigate the range of opportunities and challenges it may face, with a broad mix of skills, experience, knowledge and expertise and to build a sustainable future for the organisation.

### **SCOPE OF APPLICATION**

The Policy applies to members of the 4RFM Management Committee, 4RFM employees and 4RFM Volunteers and 4RFM Members.

### **DIVERSITY DEFINITION**

Diversity is the mix of backgrounds, attributes, beliefs, skills, knowledge and experience and the difference of perspective this brings. It refers to the visible and invisible differences that exist between people including, but not limited to:

- Gender • Culture • Race • Ethnic origin • Physical and mental ability • Sexual orientation • Age • Financial position • Language • Religion • Nationality • Education • Family/marital status.

### **POLICY STATEMENT**

4RFM recognises and embraces the benefits of having a diverse workplace and is committed to developing policies, practices and ways of working that support diversity. 4RFM is committed to an inclusive and welcoming workplace with an environment where people are treated with respect, feel valued and can achieve success, both for the individual and the organisation. This policy recognises the following:

- The disadvantage faced by Aboriginal and Torres Strait Islander Peoples within Australia and affirms their significant place and identity as the first Australians;
- The need for balanced representation of women and men at all levels, in key organisational and management decisions;
- The different perspective of people from different age groups;
- The rights and abilities of people with disabilities in the workplace;



- The fact that we work within a culturally and linguistically diverse community and this should be reflected in our workforce and organisational practices.

## **PRINCIPLES AND OBJECTIVES**

4RFM recognises the following principles and objectives in the Policy:

- Inclusion and non-discrimination;
- Fairness and Equality;
- Merit;
- Leadership Excellence.

4RFM commits to an approach to employment, membership, volunteer recruitment and Management Committee, that includes the consideration and understanding of diversity. Appropriate training and resources will be made available to those responsible for recruitment.

## **MONITORING**

The 4RFM workplace will assess its composition, regarding diversity, every 12 months and consider:

1. Necessary areas of skill, experience and expertise;
2. Desirable diversity in the following priority groups: Aboriginal & Torres Strait Islander peoples (ATSI), Women, People of different ages, People from Culturally and Linguistically Diverse Backgrounds (CALD), People with a Disability (PWD), Gay, Lesbian, Bisexual, Transgender and Intersex people (GLBTI).

The diversity policy will in no way be limited to these groups and can be expanded to include other priority groups as and when required.

## **DISCLOSURE**

The Policy will be published on 4RFM's website for public information.

## **REVIEW**

The Board will review the Policy every 12 months.

Approved and Adopted by the Rock FM Management Committee at the General Meeting of 23 January 2019.

