



Diversity Policy

88.9FM recognises and embraces the benefits of having a diverse workplace and is committed to developing policies, practices and ways of working that support diversity.

88.9FM 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 (*refer Indigenous Programming and Issues Policy*);
- 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

88.9FM recognises the following principles and objectives in the Policy:

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

88.9FM 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 and Measurement

The 88.9FM 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).

This Diversity Policy will in no way be limited to these groups and can be expanded to include other priority groups as and when required.