



# Sunraysia Community Radio Association Inc.

ABN: 19 305 406 312

## DIVERSITY POLICY

### Introduction

In accordance with the Community Broadcasting Codes of practice CODE 2:

#### *Principles of diversity and independence*

*2.1 Our station will make sure that people in our community who are not adequately served by other media are encouraged and assisted to participate in providing our service. We will have in place policies and procedures to support this commitment. We will document evidence of our efforts to encourage community participation.*

*2.5 In all station activities and our behaviour we will oppose and break down prejudice on the basis of ethnicity, race, language, gender, sexuality, age, physical or mental ability, occupation, religious, cultural or political beliefs.*

Sunraysia Community radio association Inc (SCRA) is working towards Diversity that includes ethnicity and cultural background, gender, age, sexual orientation, physical abilities, family status, religious beliefs, perspective and experience. Our approach to diversity encompasses the cross-section of people and difference that make up our membership and the wider community we serve.

### Guiding principles

- Improve long-term performance;
- Optimise the human capital available to the organisation;
- Provide for broader perspectives at both committee and management levels
- in relation to decision-making;
- Develop the organisational structure to reflect the demographics of the
- community in which an organisation operates; and
- Create a source of competitive advantage and benefit.

### Purpose

SCRA is committed to ensuring we have a diverse workforce and an inclusive environment conducive to respect and substantive equality in the appointment of well qualified employees committee candidates so that we can:

- Achieve our strategic goals;
- Maximise member value; and
- Promote processes within our organisation that will deliver long-term economic advantages to the organisation.



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## Measurable objectives

SCRA has worked towards initiatives, objectives and measures to promote diversity in the organisation and support the aims of the Diversity Policy. These will be reviewed and reported on regularly.

Our objectives include:

- Gender equality in the governance and in the leadership of the organisation
- Diversity of experience, thought and skill set on the Committee and staff
- Gender pay equity
- Supportive and flexible work practices
- Fostering a culture conducive to respect and substantive equality
- Providing practical guidance to organisations to assist them to develop diversity policies and implement measurable targets

## Accountability

- The Committee is responsible for developing the Policy, setting the measurable objectives and monitoring progress against them. The Board has responsibility for oversight of these aspects of the Diversity Policy.
- The achievement of those measurable objectives for which the Committee is responsible are tied to Key Performance Indicators in the evaluation of the Committee.
- The Station Coordinator is responsible for ensuring that workplace practices are in place to give effect to the Diversity Policy and to meet the measurable objectives
- developed by the Committee. The Station Coordinator is responsible for reporting to the Committee on progress in achieving the measurable objectives set by the Committee.
- The achievement of those measurable objectives for which the Station Coordinator is responsible are tied to Key Performance Indicators in the performance plan of the Station Coordinator.

## Compliance

SCRA will meet all obligations with respect to state and federal legislative and regulatory and reporting requirements in relation to diversity and discrimination.

## Application of Policy

This Policy applies to all employees, members, volunteers and its committee.

This Policy does not form part of any employee's contract of employment.

## Definition of gender equality

SCRA, in referring to the use of the phrase 'gender equality', supports the meaning whereby people are able to access and enjoy the same rewards, resources and opportunities regardless of whether they are a woman or a man.

This is supported by the definitions used in the National Workplace Gender Equality Agency and the Federal Workplace Gender Equality Act, 2012.