



GDR 95.7FM Diversity and Inclusion Policy

Overview

GDR95.7 FM is committed to developing a community where all volunteers are equally respected and valued and enjoy equity of both opportunity and outcomes. GDR95.7FM recognises the benefits of diversity where people from different backgrounds can bring fresh ideas and perceptions which make the way work is done more efficient, and services more valued.

GDR 95.7FM recognises that diversity bias has the potential to limit and impact negatively on the safety, education, employment, family lives and opportunities of volunteers in the immediate and long term.

Under the *Victorian Equal Opportunity Act 2010* all organisations have a *positive duty* to take proactive steps to prevent discriminatory practices.¹ **GDR 95.7FM** recognises the prevalence and impact of diversity-based discrimination and harassment and is committed to building a culture that challenges the stereotypes, power differences and social norms that foster inequality.

GDR 95.7FM recognises that diversity inequity is both structural and individual; this means it is not only the result of individual attitudes and actions, but also of biases in structures, systems, policies and processes throughout our community.

Diversity inequity can be both a cause and a consequence of direct and indirect discrimination. This discrimination is sometimes the result of unconscious bias which is when our behaviours, choices and practices are shaped by underlying assumptions and attitudes without us realising.

On behalf of GDR95.7FM the Committee of Management support this policy

Our commitments

GDR95.7FM is committed to promoting **diversity and inclusion** and to ensuring equality of opportunity and outcomes for all volunteers.

Diversity and inclusion involve equality of opportunity and equality of results. It is about recognising diversity and disadvantage to ensure equal outcomes for all and therefore often requires specific programs and policies to end existing inequalities. This policy includes gender, Indigenous, culturally and linguistically diverse and LGBTIQ

GDR 95.7FM will ensure that all volunteers, procedures, systems and structures actively promote diversity and inclusion and seek to expose and redress inequities.

At **GDR 95FM** all volunteers are responsible for promoting diversity and inclusiveness and modelling respectful relationships. All volunteers will be held accountable if they use language and/or demonstrate behaviour that:

- promotes unequal power relations between individuals
- perpetuates harmful stereotypes
- condones violence against women.

GDR 95.7FM will work to ensure all volunteers feel respected, safe and valued in the workplace, and will take proactive measures to prevent and eliminate discrimination and provide equal opportunities for all volunteers. This will include promoting diversity and equality in leadership and ensuring processes and policies are free of bias.

The current Code of Conduct requires all volunteers to sign, and that they have received and understood it.

¹ Victorian Equal Opportunity and Human Rights Commission (2011) *Positive duty: Know your responsibilities*, <http://www.humanrightscommission.vic.gov.au/index.php/our-resources-and-publications/know-your-responsibilities-brochures/item/133-positive-duty-know-your-responsibilities-aug-2011>.