



## **MANSFIELD COMMUNITY RADIO INC. DIVERSITY POLICY**

(Approved by committee August 2020)

### **1 Definition**

Diversity includes ethnicity and cultural background, gender, age, sexual orientation, physical abilities, family status, religious beliefs, perspective and experience. It also refers to diverse ways of thinking and working. Our approach to diversity encompasses the cross-section of people and difference that make up our membership and the wider community we serve.

### **2 Guiding principles**

For Mansfield Community Radio Inc., diversity underpins an organisation's desire to:

- improve long-term performance
- optimise the human capital available to the organisation
- provide for broader perspectives at both Committee level in relation to decision-making
- develop the organisational structure to reflect the demographics of the community in which an organisation operates
- create a source of competitive advantage and benefit. Mansfield Community Radio Inc. 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, volunteers, management and Committee candidates so that we can:
- achieve our strategic goals
- maximise Member value
- promote processes within our organisation that will deliver long-term economic advantages to the organisation.

### **3 Measurable objectives**

Mansfield Community Radio Inc. has developed, implemented and will measure key initiatives, objectives and measures to promote diversity in the organisation and support the aims of the Diversity Policy. These will be reviewed on a regular basis.

Our objectives include:

- gender equality in the governance of the organisation
- diversity of experience, thought and skill set on the Committee
- 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.

## **4 Accountability**

- The Committee is responsible for developing the Policy, setting the measurable objectives and monitoring progress against them. The Committee 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 President 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 President is responsible for reporting to the Committee on progress in achieving the measurable objectives set by the Committee.

## **5 Compliance**

Mansfield Community Radio Inc. will meet all obligations with respect to state and federal legislative and regulatory and reporting requirements in relation to diversity and discrimination.

## **6 Commencement of Policy**

This Policy will commence from 1 September 2020.

## **7 Application of Policy**

This Policy applies to all employees and volunteers of Mansfield Community Radio Inc. and members of the Committee. This Policy does not form part of any employee's contract of employment.

## **8 Variations**

Mansfield Community Radio Inc. reserves the right to vary, replace or terminate this Policy from time to time.

## **9 Definition of gender equality**

Mansfield Community Radio Inc., 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.