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WANGARATTA COMMUNITY RADIO ASSOC INC.-A0019797N

Wangaratta Community Radio Assoc Inc Diversity Policy

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**

WCRADI is committed to

- Improve long-term performance;
- Optimise the human capital available to the organisation;
- Provide for broader perspectives at both board and senior 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.

WCRADI is committed to ensuring they have an inclusive environment conducive to respect and substantive equality in the appointment of management and board candidates so that they can:

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

3. **Measurable objectives**

WCRADI 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 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 Board and staff
- Gender equity
- Supportive and flexible work practices
- Fostering a culture conducive to respect and substantive equality
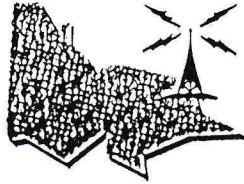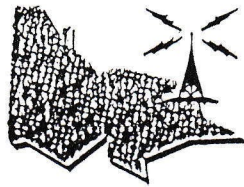
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4.   **Accountability**

- The Board 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 is the Board's responsibility
- The manager 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 Board. The manager is responsible for reporting to the Board on progress in achieving the measurable objectives set by the Board.
- The achievement of those measurable objectives is the responsibility of the manager.
- The annual report will contain details of the measurable objectives set by the Board in accordance with this Policy and our progress towards achieving them. In addition, we will disclose in our annual report the respective proportion of men and women on the Board.

5.   **Compliance**
WCRADI will meet all obligations with respect to state and federal legislative and regulatory and reporting requirements in relation to diversity and discrimination.

6.   **Application of Policy**
This Policy applies to all volunteers of **WCRADI**, members of the Board and its committees.   This Policy does not form part of any employee's contract of employment.

7.   *Variations*
WCRADI reserves the right to vary, replace or terminate this Policy from time to time.

8.   **Definition of gender equality**
WCRADI, 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.