# Diversity and Inclusion Policy

## Policy

At *futures in sight* we value and respect diversity in all its forms and we work towards creating a world where everyone can be included.

We seek to support people in ways that are appropriate to the individuals’ values, culture, beliefs, identity and any other areas of life that matter to them.

We work to ensure that people we support receive the broad range of services required to best achieve their goals in ways that recognise and value their culture, identity, community, beliefs and values.

To do this well and to affect change to create a more inclusive world, we will work towards creating strong and enduring community partnerships with First Nations people with disability and their organisations, people with disability from Culturally and Linguistically Diverse (CALD) communities and their organisations, LGBTIQ+ people with disability and their organisations and others.

We are committed to and value diversity in our workforce and will strive to treat all people with courtesy and dignity, recognising each person’s right to self-determination and privacy.

We are driven by a worldview that seeks to create healthy relationships and are committed to approaches that build on the strengths of people and communities.

*futures in sight* will ensure that we will work in ways that promote diverse voices in the policy and processes of the supports that we provide and to create a workplace which values and utilises the contributions of people with different backgrounds, experiences and perspectives.

## Scope

People *futures in sight* supports and *futures in sight* Partners, Employees, Contractors, Volunteers and Advisory Panel members.

## Legislation

* Un Convention on the Rights of Persons with Disabilities 2007
* UN Convention of the Rights of Indigenous People 2007
* Community Relations Commission and Principles of Multiculturalism Act 2000 (NSW)
* Anti-Discrimination Act 1977
* Disability (Access to Premises) Standards 2010 (Commonwealth)
* Disability Services Act 1993 (NSW)
* Disability Discrimination Act 1992 (Commonwealth)
* Premises Standards 2011 (Commonwealth)
* National Disability Insurance Scheme Act 2013

## Principles

Everyone at *futures in sight* respects the right of each person to a service that best suits their goals and needs.

*futures in sight* works in accordance with:

* the principles and articles of the United Nations Convention on the Rights of Persons with Disabilities
* the Australian Standards for Disability Services
* the NDIS legislation and operational guidelines
* and other legislation protecting the rights of people (such as Anti-Discrimination Legislation)

In order to ensure diversity and inclusion at *futures in sight* and to uphold the principles of self-determination and participation in decision making, we embrace the following ideas, striving to:

**Implement practices that maximise a respect for all individuals which encourages the principle of ‘dignity of risk’, reduces disadvantage and creates accessible services by**:

* facilitating and supporting participants to make informed decisions while recognising that the choices made may not be the same as those others may have made in similar circumstances or that we might have preferred. Participants should be informed of the consequences of decisions and decisions should be made voluntarily and without coercion. Duty of care must be considered with the right of informed individuals to take calculated risks.
* ensuring diversity. This means working with people as individuals by recognising individual differences, contributions, strengths and needs. It requires the implementation of practices that show respect for all individuals and recognises the value that diversity brings.
* providing services to participants and their supporters irrespective of race, religion, politics, age, disability, gender and sexuality.
* Encouraging all people who are associated with *futures in sight*, regardless of their role, to assess their own prejudices to ensure that all participants receive the highest standard of service.
* planning, designing and delivering responsive supports that encourage responsible risk taking and demonstrate that we recognise the value of our multicultural society.
* always striving to improve our service delivery quality, effectiveness and efficiency.
* Striving(within operational constraints) to create accessible supports that take into account geographical disadvantage, impairment, financial hardship and understanding of English.

**Promote participation and inclusion by building community and encouraging a greater voice and greater responsibility:**

* support provided by *futures in sight* will at all times assist participants to build skills, networks and lifestyle choices that will enable them to participate more fully in their community and to have the life they want.
* to regularly audit our services to ensure that pathways into community exist.
* to support strong and diverse communities that are free from discrimination, violence and abuse by confronting intolerance and promoting respect and a sense of belonging for everybody.
* to respond to the needs and aspirations of participants through the effective and pragmatic use of available resources.
* *futures in sight* will ensure a person centred service approach that recognises the strengths, ability and aspirations of individuals we assist.
* to encourage participants to access the complaints and feedback mechanisms that exist in *futures in sight*. This will ensure that we are constantly assessing our work so that improvements can be made.
* to ensure participant contribution through advisory groups, evaluation panels and service development workshops.

**Develop relationships of trust and cooperation with First Nations, Culturally and Linguistically Diverse (CALD) and LGBTIQ+ communities. This will involve developing awareness and respect for the diversity of culture and lifestyles including:**

* basing all interactions on an understanding and respect for the importance that Aboriginal and Torres Strait Islander people place on relationships between people
* acknowledging, respecting and adhering to the cultural protocols practised by individuals within their communities
* developing communication strategies that are relevant to individual communities
* ensuring the rights of people to maintain confidentiality concerning aspects of their personal and cultural affairs.

**Promote equal employment opportunity and recognise the benefits of diversity:**

* the concept of workplace diversity includes the principle of equal employment opportunity (EEO).  The EEO policies address continued disadvantage experienced by particular groups of people in the workplace, including women, indigenous Australians, people with disabilities and those who are disadvantaged on the basis of race, gender identification or ethnicity
* increased innovation—a diverse workforce with a range of different backgrounds and perspectives gives *futures in sight* a broader range of ideas and insights to draw on in decision making and policy development.
* improved supports to participants—a workplace that reflects the diverse needs of the community will understand its customers better, which will lead to improved supports. A diverse workplace will have good communication with its customers based on a deep understanding of the needs of the community.

**Implement strategies for effective organisational diversity:**

* diversity principles should be integrated with and underpin all aspects of our people, such as planning, selection and recruitment, personal review and development, learning and development, work health and safety and workplace relations. Workplace diversity strategies help to build the organisation’s relationship with the community, enhance the contribution of its employees and improve the quality of its programs and services.
* all procedures and practices will be in line with *futures in sight* Diversity and Inclusion policy. All documentation and practices will include no direct or inferred discrimination.
* harassment and bullying—we will ensure that all people associated with *futures in sight* have access to an environment that is free from harassment and that complainants or witnesses are not victimised. Any reports of sexual, racial or other harassment will be treated seriously, confidentially and sympathetically.

## Review

This policy will be reviewed on a two-yearly basis.

However, if at any time the legislative, policy or funding environment is so altered that the policy is no longer appropriate in its current form, the policy shall be reviewed immediately and amended accordingly.

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| Signed by all Partners |  |  |  |
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