

Inclusion and Diversity Policy

1. Purpose

The purpose of this policy is to promote awareness and understanding, encourage greater engagement with Inclusion and Diversity issues, to provide opportunities to discuss and act, and create a safe environment for open dialogue

2. Scope

This policy applies to:

- a. All employees, volunteers, contractors and interns/work placements of RedR,
- b. RedR deployees, and
- c. Standby personnel/applicants.

3. Policy Statement

RedR aims to provide a safe and productive work environment in the achievement of RedR's vision, mission, and strategy to deliver effective humanitarian relief.

At RedR, we embrace and value diversity and believe every individual has the right to be treated and portrayed with respect and dignity.

RedR recognises that segments of people within our community face barriers and discrimination to fully participate and contribute in their community. We believe that by creating an inclusive and diverse culture we can understand and leverage each person's unique contribution in the community and workplace.

In addition, RedR will follow good practice to ensure we meet our obligations in complying with Australian anti-discrimination and OHS principles.

4. Principles

RedR recognises the richness of diversity can bring different viewpoints stemming from different beliefs and values. When differences arise, things we can practice include:

- Recognise our values and beliefs
- Build mutual understanding
- Invite further conversation
- Effective communication based on respect
- Agree to disagree

5. Procedures

5.2 Inclusion and Diversity Working Group (IDWG)

Revision of the RedR Inclusion and Diversity Policy commenced in 2016. RedR formed an IDWG consisting of diverse members of staff who also represent a range of organisational functions. The IDWG will support the process of translating RedR's commitment into action by taking proactive steps to encourage inclusive work practices and identify opportunities for affirmative action across all our services.

Since July 2016, the IDWG has, with all staff, developed seven ID focus areas:

- Gender
- Disability
- Indigenous
- Culture and Religion
- Mental Health
- Age
- Vulnerable Socio-Economic Groups

5.3 Inclusion and Diversity Action Plan

The group chose Gender as the first focus area and initiated a survey to gauge RedR staff perceptions of gender and gender inequality. The IDWG then supported all teams to develop actions that could strengthen RedR's commitment to gender equality for staff and across our programs and services.

The group is committed to work its way through all seven focus areas through an action plan.

5.4 RedR Supporting Programs

- Grievance mechanisms - informal and formal
- Psychosocial Support via the Employee Assistance Program
- Equal Employment Opportunity work practices
- Open disclosure practices and normalising any disclosure

6. Responsibilities & Reporting

Board

- Govern and provide stewardship in the overall Inclusion and Diversity Policy

Senior Management Team

- exert support, leadership and overall responsibility
- promote an inclusive and diverse workplace culture to stakeholders

Team / Functions

- Assist in the development and implementation of policies and actions
- Ongoing monitoring of effectiveness and quality

Individual

- Contribute to ensuring inclusion and diversity (in the workplace and RedR initiatives)
- Generate conversation about pertinent equality issues with an underlying r
- Build mutual understanding
- Conduct their work with integrity

Inclusion and Diversity Working Group

- Translating policy into action
- Driver for discussion and implementation
- Monitoring and evaluation of action plan

7. Definitions

Diversity relates to sex, gender, age, language, ethnicity, cultural background, disability, sexual orientation, intersex status, religious beliefs, educational level, professional skills, work experience, and socio-economic background. In addition, Diversity also includes differences in background and life experience, communication styles, interpersonal skills, education, functional expertise, thinking preferences, and personalities.

8. Related policy and documents

- RedR Code of Conduct and Values
- RedR Child Protection Policy
- Equal Opportunity – Anti-Discrimination, Anti-Harassment and Bullying
- Open Disclosure Policy
- Health & Safety policies
- Grievance and Complaints Policy

RedR observes the following legislative requirements underpinning inclusion principles:

- Fair Work Act 2009 (Federal)
- Racial Discrimination Act 1975 (Federal)
- Sex Discrimination Act 1984 (Federal)
- Disability Discrimination Act 1992 (Federal)
- Age Discrimination Act 2004 (Federal)
- Equal opportunity Act 2010 (Victoria)
- Racial and Religious Tolerance Act 2001 (Victoria)
- Charter of Human Rights and Responsibilities Act 2006 (Victoria)
- Occupational Health and Safety Act 2004 Act (Victoria)
- National Disability Strategy 2010-2020

9. External Resources

RedR recognises the right of individuals to approach an external agency for consultation and assistance.

- Human Services: Workplace Diversity and Inclusion Strategy
- HAYS The Balancing Act of Creating a Diverse Workforce
- ACFID Closing the Gender Gap
- DFAT Workplace Diversity
- DFAT Gender Equality and Women's Empowerment Strategy 2016
- DFAT Development for All 2015 -2020

10. Document control

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