

# Diversity and Inclusion Policy

## POLICY 5

**We are committed to creating workplaces that are fair and inclusive, that enable people with all abilities to thrive and achieve their goals, and that reflect the diversity of our clients and employees. We will engage and communicate effectively with our stakeholders as a way of discovering new opportunities and addressing issues.**

We are committed to diverse ways of thinking and working and strive for continual improvement of client services and support. We will engage respectfully, openly and authentically with our stakeholders to ensure shared understanding, identify and address issues, and discover new opportunities to collaborate. Our stakeholders are groups or individuals who can influence or are impacted by our activities (either directly or indirectly) and include the communities of the Diocese of Parramatta, government, government agencies and employees.

### We will

- Embrace and value the diversity of our clients and employees, including age, gender, gender identity, ability and disability, ethnicity, race, sexual orientation, nationality and religion
- Consult with our stakeholders about decisions that affect them
- Be honest and respectful at all times to build strong relationships, partnerships and trust with stakeholders
- Communicate in a relevant, inclusive, timely and responsive manner
- Be open to different views, needs and expectations as we continually improve our support services
- Make decisions in an open and transparent way, providing feedback where appropriate in order to explain our decisions and how stakeholder input influenced the outcome
- Plan, design and deliver culturally appropriate services and supports, and create diverse workplaces to ensure we meet the needs of the clients and communities we support
- Educate, promote and create an environment that welcomes, supports and actively encourages an inclusive workplace for people with all abilities
- Respect and value the contributions of our culturally and linguistically diverse staff, and our Aboriginal and Torres Strait Islander staff who bring a vast range of experiences and capabilities that add value to our services
- Provide a safe, open and accepting environment that supports people of all gender identities and sexual orientations
- Comply with the requirements of all legislation and ensure staff are regularly educated in relation to anti-discrimination, person-centred services, and equal employment opportunity
- Assist and support staff, volunteers, students, clients, and client representatives to locate and engage advocacy services and supports.

### Accountability

Sits with the Executive Director who is accountable to the Diocese for giving effect to the Diversity and Inclusion Policy.



**Peter Loughnane**  
**Executive Director**

March 2021