



Inverell Community Radio Inc.

DIVERSITY AND COMMUNITY PARTICIPATION POLICY

INVERELL COMMUNITY RADIO INCORPORATED (known as **STA-FM 91.9**) values and respects Human Rights.

STA-FM 91.9 embraces diversity and equal opportunity, and treats people fairly.

Purpose

This document sets out **STA-FM 91.9**'s policy in relation to Diversity, Inclusion and Community Participation. It aims to ensure our local community is involved in **STA-FM 91.9**'s programming and direction.

Application

This policy applies in relation to all operations of **STA-FM 91.9**.

Policy Statement

1. Diversity and inclusion at **STA-FM 91.9** is important. Our policy is to leverage diversity and practice inclusion to the achievement of **STA-FM 91.9**'s strategic objectives. This means using diversity to:
 - Enhance our reputation
 - Attract, recruit, engage and retain a diverse team of talented volunteers at **STA-FM 91.9**.
2. Membership at **STA-FM 91.9** will only be refused on the basis of reasonable transparent and specific criteria and will provide an adequate review process.
3. **STA-FM 91.9** will promote membership opportunities through on air announcements, website/social media, outdoor broadcast events, advertisements and/or articles in the local press.
4. Our policy is based on the benefits that accrue from effectively managing Diversity, the value that difference brings **STA-FM 91.9**, the Diversity that exists among the community we serve, and the need for flexibility that exists within a progressive organisation.
5. Our strategic intent for Diversity and inclusion is the attraction, retention and development of a diverse team of skilled volunteers who are increasingly engaged, enabling delivery on **STA-FM 91.9**'s strategy.
6. Our Diversity and Inclusion initiatives are Based on three strategic pillars:

- a. **Our listeners and Sponsors** – to leverage diversity as a serving the community.
 - b. **Our Community** – to be a leader in Diversity and Inclusion in the media and broader community.
 - c. **Our People** – to attract, recruit, engage and retain diverse talent as volunteers.
7. Our Diversity policy is centred on the following five core principles:
- I. **Meritocracy** – decisions about recruitment, development, promotion and remuneration are based on performance and capabilities.
 - II. **Fairness and Equality** – embracing Diversity and being inclusive means we do not tolerate breaches of the Privacy Law, unlawful discrimination, bullying, harassment or victimisation.
 - III. **Contribution to success** – We focus on results not on processes or programs for their own sake.
 - IV. **Everyone's Business** – essentially Diversity and Inclusion is for everyone at **STA-FM 91.9**. It is part of how we work and is everyone's business.
 - V. **Part of who we are** – we are diverse and we are inclusive. STA-FM 91.9 people live the **STA-FM 91.9** Cultural Priorities which include valuing diverse ideas and innovating together to achieve our objectives.
8. Management will conduct an annual review of this policy (which will include a review of the effectiveness of the policy), and ensure that any necessary revisions to this policy are implemented.

Definitions

Term Definition

Diversity - Includes differences that relate to gender, age, ethnicity, disability, sexual orientation or cultural background. In addition, Diversity also includes differences in background and life experience, communication styles, interpersonal skills, education, functional expertise and problem solving skills.

Identified Groups – Females, Indigenous volunteers, other culturally and linguistically diverse volunteers, employees with a disability, and gay, lesbian, transgender and intersex employees.

Inclusion – The practice of making sure that our organisation fosters the involvement of engagement of Diversity in all our practices relating to our listeners, our community and our people.

Unlawful Discrimination, bullying, harassment or victimisation – These terms are defined by the law. Further information about what is discrimination, bullying, harassment or victimisation can be found on the Fair Work Ombudsman website: <https://www.fairwork.gov.au> at bullying-and-harassment.