

## Diversity Policy

This policy is to give clear direction on the philosophy of Kangaroo Island Community Broadcasters Inc. with relation to equity in all activities and operations.

To ensure Kangaroo Island Community Broadcasters Inc.'s volunteer workforce is appropriately diverse and establish how these objectives can be met and measured and that all volunteers have access to, understand, and comply with the Diversity Policy.

### DEFINITIONS

Diversity refers to the visible and invisible differences that exist between people, such as, but not limited to:

Age	Culture
Economic status	Education
Ethnicity	Faith
Family/marital status	Gender
Geographical location	Language
Mental/Physical ability	Nationality
Sexual orientation	Ways of thinking/working

Inclusion is actively valuing a person or group's diversity and providing opportunities for their full participation at every opportunity, regardless of differences.

### BACKGROUND

Kangaroo Island Community Broadcasters Inc. respects and values the principles of diversity, access and equity and the benefits of their application throughout our culture, organisational structure and station functions.

Kangaroo Island Community Broadcasters Inc. strives to ensure that all our members/volunteers have equal access to relevant information, services and opportunities, and that our culture, organisational structure and station functions are aligned with diversity principles.

Kangaroo Island Community Broadcasters Inc. is committed to complying with applicable laws such as the Disability Discrimination Act 1992 and Human Rights and Equal Opportunity Commission Act 1986 in all of our operations and aspires to demonstrate our commitment effectively to our members, potential members, sponsors and the broader community by promoting and embracing diversity and cultural competency, and by fostering anti-discrimination awareness and behaviours amongst volunteers.

## RESPONSIBILITIES

It is the responsibility of the **President and Board Members** to ensure that:

- All strategies, initiatives and activities promote diversity throughout our volunteer workforce, including Board and committees.
- Information about strategies, initiatives and activities is available to all who are entitled to have access.
- The Board will set and publish measurable objectives and targets to achieve gender diversity on our Board and within our volunteer workforce.
- All applications for Membership and Volunteering will be considered sensitively, and volunteering opportunities will be made available to applicants with different abilities or from diverse cultural and linguistic backgrounds, as far as practicable.
- The Board will encourage input from our listener community in relation to programming, to enable a diversity of program content and format, as far as practicable.

It is the responsibility of all **Volunteers** to ensure that:

- To uphold applicable laws such as the Disability Discrimination Act 1992 and Human Rights and Equal Opportunity Commission Act 1986, Kangaroo Island Community Broadcasters Inc. will not tolerate non-inclusive behaviour
- Uphold and demonstrate Kangaroo Island Community Broadcasters Inc.'s *Diversity Policy* through behaviours in the volunteering workplace and at social and other functions when representing Kangaroo Island Community Broadcasters Inc.
- Attend diversity awareness training as required by Kangaroo Island Community Broadcasters Inc.
- Be assertive to prevent inappropriate and non-inclusive behaviours including but not limited to discrimination, harassment, bullying, victimisation and vilification.
- Willingly adapt their behaviours if required to ensure appropriate workplace conduct.