

# DIVERSITY, ACCESS AND EQUITY POLICY

## Policy

LOFTY COMMUNITY MEDIA INC respects and values the principles of diversity, access and equity and the benefits of their application throughout its culture, organisational structure and radio/media programs.

## Background

In order to best meet and support the needs of the community LOFTY COMMUNITY MEDIA INC strives to ensure that all stakeholders have equal access to relevant information, services and opportunities, and that its culture, organisational structure and radio programs are aligned with diversity principles.

Diversity refers to the visible and invisible differences that exist between people, such as gender, culture, ethnicity, physical and mental ability, sexual orientation, age, economic status, language, faith, nationality, education, geographical location and family/marital status. It also refers to diverse ways of thinking and ways of working.

LOFTY COMMUNITY MEDIA INC is committed not only to complying with applicable law such as the Disability Discrimination Act 1992 and Human Rights and Equal Opportunity Commission Act 1986 in all of its operations but aspires to set an example for the broader community by promoting and embracing diversity and cultural competency, and by fostering anti-discrimination awareness and behaviour amongst our volunteers in our commitment to achieving social justice and a thriving community media sector.

## Practices

The Diversity, Access & Equity Policy and Practices provide a framework to:

- Ensure the membership of the LOFTY COMMUNITY MEDIA INC Board and Committees are appropriately diverse and to establish how these objectives can be met and measured.
- Integrate a philosophy of equity into all the organisation's activities and to establish and promote accessible practices in our operations.
- Consider the principles of diversity in all aspects of programming, including the prioritisation of inclusion, access and equity in relation to community media content, development and operations.

## Guiding principles

While not limited to the following groups, current priorities for affirmative action within organisational structures at LOFTY COMMUNITY MEDIA INC include:

- Aboriginal and Torres Strait Islander peoples
- Women
- People with culturally and linguistically diverse backgrounds
- People with a disability
- Gay, Lesbian, Bisexual, Transgender, Intersex and Other people
- Young people

LOFTY COMMUNITY MEDIA INC promotes diversity, supports equal rights, and does not advocate, support or practice discrimination based on race, religion, age, national origin, language, gender, sexual orientation, or mental or physical handicap or disability, except where affirmative action may be required to redress disadvantage. LOFTY COMMUNITY MEDIA INC will make all reasonable efforts to allow people who experience difficulty accessing our information and services to overcome any impediments.

LOFTY COMMUNITY MEDIA INC commits itself to:

- **Diversity:** LOFTY COMMUNITY MEDIA INC will develop strategies, initiatives and programs to promote diversity on its Board and Committees.
  - **Gender diversity:** LOFTY COMMUNITY MEDIA INC is committed to achieving gender diversity on its Board and Committees and will set and publish measurable objectives and targets to achieve gender diversity.
- **Reconciliation:** LOFTY COMMUNITY MEDIA INC supports the Australian Declaration Towards Reconciliation. LOFTY COMMUNITY MEDIA INC further supports the National Strategies to Advance Reconciliation, as proposed by the Council for Aboriginal Reconciliation and the work of Reconciliation Australia.
- **Access and Equity:** ensuring our information and services are available to everyone who is entitled to them, free from discrimination. Services will be developed and delivered on the basis of fair treatment of all stakeholders.
- **Communication:** using all necessary and cost-effective strategies to inform eligible applicants of available opportunities, and to provide information in forms that are accessible to people with different abilities or from diverse cultural and linguistic backgrounds.
- **Consultation and Responsiveness:** remaining sensitive to the needs and requirements of stakeholders with different abilities or from diverse cultural and linguistic backgrounds; consulting with stakeholders about the adequacy, design and standard of services; and being responsive as far as practicable to the particular circumstances of individuals.