



## DIVERSITY AND INCLUSION POLICY

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### 1. Purpose of Policy

The aim of this policy is to eliminate discrimination, foster inclusion and value diversity in all we do at Balla Balla Community Centre (BBCC)

### 2. Key Aims

We commit to:

- Provide an environment which demonstrates an understanding of, and commitment to the principles of diversity and inclusion.
- Treating all people with dignity and respect.
- Promoting disability awareness and creating an environment that welcomes, supports and encourages confidence for people with a disability.
- Provide a safe, open and accepting environment that supports people of all sexualities and gender identities.
- Delivering programs and providing support services that enable everyone to feel they belong and are valued individuals who can reach their full potential.
- Continuing to build a workforce of staff and volunteers who reflect our diverse community.
- Advocating for groups and individuals on matters of diversity and inclusion.
- Considering social implications in BBCC program delivery, enrolments and policy making decisions

### 3. Diversity

Regardless of an individual's cultural background, ethnicity, disabilities, age, gender identity, sexual orientation or financial status, all members of the community will have equitable opportunity to access and utilize information, services, and programs at BBCC.

### 4. Inclusion

Individual circumstances, disabilities, culture or background, ethnicity, disabilities, age, gender, identity, sexual orientation or financial status will be taken into account to ensure that all members are provided with an inclusive environment, services; facilities and programs that are free from discriminatory practices and are provided to all members of the community on a fair and equitable basis.

BBCC encourages staff, committee, volunteers and all Centre participants to actively be involved in providing diverse and inclusive opportunities in our community. We will demonstrate our commitment to diversity and inclusion by annually reviewing our courses, venue and community needs.