

- POLICY - EQUITY & DIVERSITY



A DIVISION OF
MACKAY & DISTRICT ABORIGINAL & ISLANDER MEDIA ASSOCIATION LTD



Purpose:

Creation of a workplace that develops, encourages and maintains an awareness of the need for implementing the principles of equity and diversity both internally and externally in the operations of MDAIMA.

Policy:

In carrying out this policy, MDAIMA's board of directors, management and staff will be guided by the knowledge and skill of:

- having an awareness of information sensitivity and how to access it
- being aware of gender roles in relation to cultural practices
- the appropriate methods of transferring information and what can be shared
- communicating with the appropriate people on matters of cultural protocols
- respecting cultural diversity
- knowing activities that are appropriate within its operations and when they may be carried out
- knowing how to acknowledge and welcome others
- committing to diversity through their actions and decision making in supporting the aims and implementation of MDAIMA's strategic and operational plans
- maintaining a culture where diversity is acknowledged and valued whilst fostering a culture of inclusiveness.

Definitions:

Equity

Equity programs reverse the biased or unfair policies, programs, practices, or situations which contribute to a lack of equality in social outcomes.

Diversity

Diversity is about acknowledging and respecting the differences, we as individuals exhibit in relation to our heritage, age, upbringing, beliefs, values and other factors that make us unique.