



# **4ddd Community Radio Diversity, Access and Equity Policy**

## **Policy**

4ddd Community Radio respects and values the principles of diversity, access and equity and the benefits of their application throughout its culture, organisational structure and broadcast programs.

## **Background**

In order to best meet and support the needs of the Western Downs Region, 4ddd strives to ensure that all stakeholders have equal access to relevant local information, services and opportunities, and that its culture, organisational structure and broadcast 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.

4ddd 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 local community by promoting and embracing diversity and cultural competency, and by fostering anti-discrimination awareness and behaviour amongst staff and 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 4ddd's Committee are appropriately diverse and to establish how these objectives can be met and measured.

Bring together the different accountabilities involved in different areas of accessibility, and to clarify the nature of these responsibilities in each area.

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 when designing program schedules, including the prioritisation of inclusion, access and equity in relation to local media content, development and operations.

## Guiding principles

While not limited to the following groups, current priorities for affirmative action within organisational structures at 4ddd include:

*Aboriginal and Torres Strait Islander peoples*

*Women*

*People with culturally and linguistically diverse backgrounds*

*People with a disability*

*Gay, Lesbian, Bisexual, Transgender and Intersex people*

*Young people*

4ddd 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. 4ddd will make all reasonable efforts to allow people who experience difficulty accessing our services to overcome any impediments.

### **4ddd commits itself to:**

**Diversity:** 4ddd will develop strategies, initiatives and programs to promote diversity on its Committee and in its programming.

**Gender diversity:** 4ddd is committed to achieving gender diversity on its Committee and programming and will set and publish measurable objectives and targets to achieve gender diversity.

**Diverse appointments:** 4ddd will put in place procedures to ensure that there is representation from all groups (where possible) on our Committee and programming schedule.

**Reconciliation:** 4ddd supports the Australian Declaration Towards Reconciliation. 4ddd 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 programs and services are available to everyone who is entitled to them, free from discrimination. Programs 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.