



Diversity and Inclusion Policy

Scope

This policy applies to Brook RED Community Members/NDIS Participants, Nominated Support People, board members, employees, volunteers, and students on placement.

Purpose

To have an inclusive environment at Brook RED that recognises, respects and values the individuals differences of all people engaged with our services including Community Members/NDIS Participants and employees.

Principles

Diversity is important to us as an organisation because it fosters a culture that reflects our values and ensures everyone feels accepted and welcome. Diversity improves innovation, creativity and inspires employee engagement and satisfaction. We are also able to attract and retain employees from a wide pool of talent and improves the connection between our people and the people we support.

General individual differences can include

- Gender
- Age
- Language
- Ethnicity
- Sexual orientation
- Religious beliefs
- Family responsibilities

Policy

Brook RED will:

- Foster an inclusive environment respectful of all cultural backgrounds and beliefs that welcomes and celebrates diversity
- Foster a workplace culture that is inclusive and embraces individual differences
- Consult with Community Members/NDIS Participants and stakeholders to understand their individual needs
- Support Community Members/NDIS Participants with opportunities to socialise and build enduring relationships within their local communities
- Provide supports and services in ways that are culturally responsive wherever possible
- Fill employment openings based on merit and with consideration to representing to the community of people we support

Specifically with CALD communities, we will:

- Where possible, with one on one work, recruit/match worker with people with the same background as the Community Members/NDIS Participants
- Ensure employees are trained in or aware of how to provide support in a culturally sensitive way
- Support the person to bring a NSP who can speak English or try to arrange an interpreter to attend

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Definitions of Terms Used

CALD (Culturally and Linguistically Diverse)

The term “culturally and linguistically diverse” (CALD) is commonly used to describe people who have a cultural heritage different from that of the majority of people from the dominant AngloAustralian culture.

References

NDIS (Quality Indicators) Guidelines 2018

Racial Discrimination Act 1975 (Cth)

Document Control and Record of Changes

Version	Effective Date	Approved by	Summary of Change	Date of Next Review
Version 01	September 2019	Eschleigh Balzamo	Introduction of new policy	January 2021
Version 02	June 2021	Eschleigh Balzamo	Review and Update	June 2023

The General Manager has overall responsibility for this policy. If there are any questions regarding this policy, please direct these to the Business Services Manager or General Manager.