

DIVERSITY POLICY

Version	1		
Drafted by	Andrew Dinsdale-Scanlon	Approved by Board on	23 rd May 2023
Responsible person	Andrew Dinsdale-Scanlon	Scheduled review date	23 rd May 2025

POLICY

Radio Blue Mountains recognises its talented and diverse, members and volunteers are key to gaining confidence in the community. Our organisation's success reflects the quality and skill of our people. Radio Blue Mountains is committed to seeking out and retaining quality people to ensure our future growth.

Diversity management benefits individuals, teams, Committee, sub-committees and our organisation as a whole. We recognise that each member brings unique capabilities, experiences and characteristics to our Station. We value such diversity at all levels of the organisation in all that we do.

Radio Blue Mountains believes in treating all people with dignity and respect. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the organisation, regardless of their differences. We recognise the importance of reflecting the diversity of our communities, members, listeners and stakeholders. The diverse capabilities that reside within our talented organisation suitably positions Radio Blue Mountains to anticipate and fulfil the needs of our diverse community, both locally and further afield, providing high quality broadcasts and shows.

Radio Blue Mountains is diverse along many dimensions. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity promotes innovation, understanding, acceptance, inclusivity and organisation success. Managing diversity makes us more creative, flexible, productive, resilient and competitive.

As a community organisation, Radio Blue Mountains believes that our members and volunteers are from many different cultural, linguistic and national backgrounds and this provides valuable knowledge for understanding diversity as a whole. Our members and volunteers are the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our members and volunteers invest in their work represents a

significant part of not only our culture, but our reputation and organisation's achievements as well.

Radio Blue Mountains recognises that there are distinct demographic groups that have long been disadvantaged. We recognise that racism, ageism, sexism and other forms of discrimination are problems both for our organisation as well as society as a whole. Radio Blue Mountains is committed to tackling cultural stereotypes both within and outside our organisation. We have procedures for any type of discrimination or harassment combined with follow-up procedures to prevent future incidents. Any member or volunteer found to have exhibited any inappropriate conduct or behaviour against others will be subject to disciplinary action.

Members or volunteers who believe they have been subjected to any kind of discrimination that conflicts with the organisation's diversity policy and initiatives should seek assistance from Radio Blue Mountains' Committee.

All members and volunteers operating on behalf of Radio Blue Mountains have a responsibility to treat others with dignity and respect at all times. All members and volunteers are expected to exhibit conduct that reflects inclusion during their representation of Radio Blue Mountains, at the premises and at all other participative outdoor events.

AUTHORISATION

Andrew Dinsdale-Scanlon

Vice-President

Approved by the Radio Blue Mountains Committee

on the 23rd of May 2023