

Bundy Fm Community Radio 94.7fm Diversity, Access & Equity Policy

Policy

94.7FM respects and values the principles of diversity, access and equity and the benefits of their application throughout its culture, organisational structure and grant programs.

Background

In order to best meet and support the needs of the community broadcasting sector, 94.7fm strives to ensure that all stakeholders have equal access to relevant 94.7fm information, services and opportunities, and that its culture, organisational structure and grants 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.

94.7fm 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 community broadcasting sector and the broader 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 the 94.7fm's Board and Committees 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 grants programs, including the prioritisation of inclusion, access, and equity in relation to community media content, development and operations.

Guiding principles

While not limited to the following groups, current priorities for affirmative action within organisational structures at 94.7fm 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
- People from non-metropolitan areas

94.7fm 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. 94.7fm will make all reasonable efforts to allow people who experience difficulty accessing our information and services to overcome any impediments.

94.7fm commits itself to:

- **Diversity:** 94.7fm will develop strategies, initiatives and programs to promote diversity on its Board and Committees.
 - Gender diversity: The 94.7fm is committed to achieving gender diversity on its Board and Committees.
 - Diverse appointments: 94.7fm will set procedures to achieve diversity of appointments on its Board, Committees and members
- **Reconciliation:** 94.7fm supports the Australian Declaration Towards Reconciliation. 94.7fm 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 information and services are available to everyone who is entitled to them, free from discrimination. Services 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.

This policy was passed by management 01/10/2021 and remains in effect until superseded.