

2YYY Gender and Diversity Policy

1 Definition

Diversity includes ethnicity and cultural background, gender, age, sexual orientation, physical abilities, family status, religious beliefs, perspective and experience. It also refers to diverse ways of thinking and working. Our approach to diversity encompasses the cross-section of people and difference that make up our membership and the wider community we serve.

2 Guiding principles

Diversity underpins our desire to:

- Improve long-term performance
- Optimise the human capital available to the organisation
- Provide for broader perspectives at Board of Management level in relation to decision-making
- Develop an organisational structure to reflect the demographics of the community in which 2YYY Community Radio operates
- Create a source of advantage and benefit to the community we broadcast to

The Board of Management is committed to ensuring we have a diverse volunteer base and an inclusive environment that contributes to respect and practical equality in the appointment of board candidates so that we can:

- Achieve our strategic goals
- Maximise member value
- Promote processes within our organisation that will deliver long-term economic advantages to the organisation.

3 Measurable objectives

The Board of Management has developed and implemented initiatives, objectives and measures to promote diversity in the organisation and to support the aims of the Diversity Policy. These will be reviewed on a regular basis.

Our objectives include:

- Gender equality in the governance of the organisation
- Diversity of experience, thought and skill set on the Board of Management
- Fostering a culture that encourages respect and equality

4 Accountability

- The Board is responsible for developing the Policy, setting the measurable objectives and monitoring progress against them. The Board has responsibility for oversight of these aspects of the Diversity Policy.
- The President is responsible for ensuring that workplace practices are in place to give effect to the Diversity Policy and to meet the measurable objectives developed by the Board.

- Our annual report will contain details of the measurable objectives set by the Board of Management in accordance with this Policy and our progress towards achieving them. In addition, we will disclose in our annual report details of the respective proportion of men and women on the Board, in other positions within the organisation.

5 Compliance

The Board of Management will meet all obligations with respect to State and Federal legislative and regulatory and reporting requirements in relation to diversity and discrimination.

6 Commencement of Policy

This Policy will commence from 1 July 2022

7 Application of Policy

This Policy applies to all volunteers of 2YYY Community Radio, members of the Board and its sub-committees.

8 Variations

The Board of Management for 2YYY reserves the right to vary or replace this Policy from time to time.

9 Definition of gender equality

The Board of Management in referring to the use of the phrase 'gender equality', supports the meaning whereby people are able to access and enjoy the same rewards, resources and opportunities regardless of stated gender.

This is supported by the definitions used in the National Workplace Gender Equality Agency and the Federal Workplace Gender Equality Act, 2012.