

Internal document name:	Diversity and Inclusiveness Policy P 1 20 Code reference 1.2	
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## Purpose

Reledev Australia Limited is committed to the inclusion of all. This policy commits Reledev to the inclusion and representation of all those who are vulnerable or marginalised. This includes, but is not limited to; race, religion, ethnicity, indigeneity, disability, age, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class and socio-economic status.

Supplementing Reledev's commitment to inclusion, Reledev Australia also respects, protects and promotes internationally recognised human rights for all, regardless of any of the above-mentioned factors, which may contribute to marginalisation. This is outlined in Australia's discrimination and harassment & bullying policy.

Reledev commits to principles of diversity in all the work that it does, and these principles will be adhered to in all activities, whether they be development or non-development. This policy creates standards of behaviour that must be adhered to by all Reledev personnel.

## Scope

This policy applies to anyone involved in Reledev activities, including but not limited to; Board members, staff, partner organisations, contractors, consultants & volunteers.

## Definitions

**Diversity** refers to visible and invisible differences that exist between people, such as race, colour, physical features, sex, sexual preference, gender identity, age, physical or mental disability, marital status, family responsibilities, pregnancy, breast feeding, carer responsibilities, religion, political opinion, national extraction, social origin, industrial activity or trade union membership.

**Inclusiveness** is guaranteeing that current, future and potential employees and members have equal opportunity at Reledev without any barriers or obstacles as a result of their race, colour, physical features, sex, sexual preference, gender identity, age, physical or mental disability, marital status, family responsibilities, pregnancy, breast feeding, carer responsibilities, religion, political opinion, national extraction, social origin, industrial activity or trade union membership.

## Guiding principles

**Respect for all:** every person is individual and is entitled to expressing themselves in their own independent way. All individuals have a right to make decisions over their own lives. By respecting all, Reledev ensures that culture, values, customs, beliefs and practices (both individual and collective) are respected.

**Justice:** justice enables all individuals to have their voice heard, exercise their rights and challenge discrimination. It enables all people to be treated in the same manner regardless of race, culture, gender, age, health status and religious or political beliefs

**Equity:** the absence of differences among groups of people, whether those groups are defined socially, economically, demographically or geographically.

## Policy statement

### Commitment to diversity and inclusiveness

Reledev is committed to:

- Fostering, cultivating and preserving a culture of diversity and inclusion
- Treating all persons with dignity and respect
- Respecting cultures, customs and beliefs of the in-country communities where project activities take place
- Ensuring that adequate time and processes allow for authentic involvement of the local communities to participate in the planning of projects
- Considering the context, barriers and enablers that may inhibit or support the genuine participation of communities in any intervention, and work towards overcoming any such barriers.
- Monitoring and evaluating our progress throughout all projects and programs regarding the participation of communities/primary stakeholders, both in the planning process and those who have benefited from any intervention.
- Promoting healthy workplace responsibilities and behaviours and empowering staff and volunteers to foster good workplace relations and conflict resolution
- Resolving concerns/conflict in a cooperative and collaborative manner
- Preventing harassment, sexual harassment, bullying and discrimination in any form

### Workplace inclusion and diversity

In regard to workplace inclusion and diversity Reledev commits to:

- Guaranteeing that in all areas of employment equal opportunity exists
- Making sure all recruitment decisions are based on merit according to: qualifications, skill, ability and experience
- Providing conditions and opportunities for professional development without discrimination

- Creating a work environment free from harassment, sexual harassment, bullying and discrimination
- Ensuring policies and processes support and encourage equal opportunity for all individuals, creating a culture of inclusion
- Providing flexibility in work arrangements to accommodate (where possible) employees' family and carer responsibilities, disability, religion and culture and work/life balance

### **Persons with a disability**

In respect to persons with a disability Reledev is committed to:

- Promoting the dignity and wellbeing of people living with disabilities
- Ensuring that all personnel foster the belief that people living with a disability share the same rights and freedoms as all persons
- Ensuring the participation of persons with a disability in the decision making of the project cycle
- Considering disability and inclusion of people with a disability in project management
- Fostering and supporting projects with disability specific components

### **Board inclusion and diversity**

Reledev is committed to:

- Ensuring that there is a diversity of skills represented on the Board
- Ensuring that there is no intended or unintended discrimination towards or against candidates of a diverse background

### **Related documents**

Discrimination Harassment and Bullying Policy

Human Resources Policy

Gender and development policy

Grievances and Disputes Resolution

Application for funding

6-monthly narrative reports