

# COMMITMENT TO DIVERSITY AND INCLUSION

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**Anglicare Victoria is committed to ensuring diversity and inclusivity are embedded throughout our organisation for the benefit of all our clients, volunteers and staff.**

We believe our people are our greatest asset and by supporting and incorporating their diverse talents, knowledge, perspectives and experiences, we can strengthen our relationships with the communities we work with.

Our focus is to create a more just society which means eliminating discrimination in the services we deliver and the workplace we provide. Being a diverse and inclusive organisation goes to the very heart of our work, and supports our strategic intent to transform the future of vulnerable children and their families.

## **Why embracing diversity and inclusion is important to Anglicare Victoria**

- Supporting diversity and acknowledging that our differences in relation to age, sex, gender, race, national or ethnic origin, religion, language, political beliefs, sexual orientation or physical ability helps develop strong and sustainable relationships.
- Providing a culturally safe environment supports all clients, volunteers and employees to feel safe and to be their authentic and true self.
- Equality and equity are upheld by implementing policies, procedures and guidelines that ensure that our clients, volunteers and employees are offered opportunities and are supported with exercising their rights.
- Understanding that where clients, volunteers and employees may belong to a number of diverse groups (i.e. religion, gender, sexuality, age, physical ability, cultural heritage), that this intersectionality can pose additional challenges that we need to be responsive to.
- Encouraging consultation and collaboration helps us to gather feedback that guides improvement in our services and work environments to ensure we are meeting the needs of clients, employees and volunteers.
- Providing diversity and inclusivity awareness training for employees and volunteers facilitates self-development and strengthens our workforce capability.

**Celebrating diversity enables us to gain a better understanding of one another, cultivate greater respect and nurture deeper connections to strengthen our services and workplace and ensure we are inclusive.**