



Diversity Policy Agreement

The 90.1 NBC FM Diversity Policy outlines our commitment to fostering a diverse and inclusive environment for all employees, volunteers, and members of the 90.1 NBC FM Management Committee. This policy is designed to promote a culture that respects differences and actively combats non-inclusive behaviors. By embracing diversity, we aim to enhance our organization's ability to navigate opportunities and challenges with a broad mix of skills, experience, and perspectives, ensuring a sustainable future for 90.1 NBC FM.

Scope of Application

This policy applies to all members of the 90.1 NBC FM Management Committee, employees, volunteers, and members of 90.1 NBC FM.

Definition of Diversity

Diversity encompasses the wide range of backgrounds, attributes, beliefs, skills, knowledge, and experiences that each person brings to our organization. It includes visible and invisible differences such as:

- Gender
- Culture
- Race
- Ethnic origin
- Physical and mental ability
- Sexual orientation
- Age
- Financial position
- Language
- Religion
- Nationality
- Education
- Family/marital status



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Policy Statement

90.1 NBC FM recognizes and embraces the benefits of a diverse workplace. We are committed to developing policies, practices, and ways of working that support diversity. Our goal is to create an inclusive and welcoming environment where everyone is treated with respect, feels valued, and can achieve success both individually and collectively. This policy acknowledges the following:

- Addressing the disadvantages faced by Aboriginal and Torres Strait Islander Peoples and affirming their significant place as the first Australians.
- Ensuring balanced representation of women and men at all levels, particularly in key organizational and management decisions.
- Valuing the diverse perspectives across different age groups.
- Supporting the rights and abilities of people with disabilities in the workplace.
- Reflecting our culturally and linguistically diverse community in our workforce and practices.

Principles and Objectives

90.1 NBC FM is guided by the following principles:

- **Inclusion and Non-Discrimination:** We promote an environment where all individuals are included and respected, regardless of their background.
- **Fairness and Equality:** We are committed to ensuring equal opportunities for all.
- **Merit:** We value and reward contributions based on merit and performance.
- **Leadership Excellence:** We strive for leadership that champions diversity and inclusivity.

We commit to considering and understanding diversity in all aspects of employment, membership, volunteer recruitment, and the Management Committee. Appropriate training and resources will be provided to those responsible for recruitment to support this commitment.



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Monitoring and Review

90.1 NBC FM will assess its diversity composition every 12 months, focusing on:

1. The necessary areas of skill, experience, and expertise.
2. Desired diversity within priority groups, including Aboriginal & Torres Strait Islander peoples (ATSI), women, people of different ages, people from culturally and linguistically diverse backgrounds (CALD), people with disabilities (PWD), and gay, lesbian, bisexual, transgender, and intersex people (GLBTI).

This diversity policy may be expanded to include other priority groups as needed.

Disclosure and Annual Review

This policy will be made publicly available on 90.1 NBC FM's website. The Board will review the policy annually to ensure it remains relevant and effective.



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Acknowledgment and Agreement

By signing below, I acknowledge that I have read, understood, and agree to abide by the 90.1 NBC FM Diversity Policy Agreement. I understand that failure to comply with this policy may result in disciplinary action, including termination of my employment or volunteer position.

Volunteer Name: _____

Signature: _____

90.1 NBC FM Representative Name: _____

Signature: _____

Date: ___ / ___ / ___

This agreement is effective from ___ / ___ / ___ and will be reviewed on ___ / ___ / ___.

Address: _____

Phone Number: _____