



**A
FAIRER
WORLD**

Learn - Connect - Act



A FAIRER WORLD INC

DIVERSITY AND INCLUSION POLICY

A Tasmanian not-for-profit working with workplaces, schools and the community since 1985.
Creating a fairer world through innovative education and training.

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What is organisational diversity and inclusion?

Diversity is about counting people – it is a measure of our differences. In tracking diversity in an organisation, we gather data on people’s identity characteristics such as age, gender, sexuality, cultural background, carer responsibility, disability, indigeneity, religious views, education history and socio-economic background. A diverse organisation has a mix of people with a range of differing characteristics involved.

Inclusion is about making people feel confident that they count – it is the practices that support the mix of people to work together. An inclusive organisation is a place where a diversity of people (i.e. people with a range of differing characteristics) feel that they are valued, respected, able to access resources and opportunities and contribute to their fullest potential.

Definitions adapted from the A Fairer World’s *Unconscious Bias* workshop and Diversity Council of Australia (2022).

Why is organisational diversity and inclusion important to A Fairer World?

Inclusive practices are at the heart of A Fairer World’s operations. The purpose of this Policy and the complementary Action Plan are to formalise the practices of A Fairer World and to introduce targets and measures that ensure the organisation stays on track with modelling best practice.

Broadly speaking, diversity and inclusion in organisations has been recognised to have positive impact on:

- **Increased sustainability** (team members adapt better to change and teams are less likely to depend on a particular person)
- **Higher productivity** (team members feel more engaged and motivated by being in better conditions)
- **Connection to community** (organisation better reflects the communities it serves and is more equipped to respond to concerns and needs of the community)
- **Stronger decision making** (more robust and innovative decision making and problem solving)
- **Wellbeing** (team members feel happier, valued and proud to be a part of an inclusive environment)

Diversity and inclusion at A Fairer World is motivated by all of these factors and the simple fact that the creation of a fairer world must always be centered around inclusion as a key element of fairness and equity.

Commitment

A Fairer World makes the following diversity and inclusion commitments:

1. We commit to understanding diversity in all its forms and maintaining an organisational structure that is inclusive and where all people feel valued and respected. Where there is something that we don't understand or there is a practice that we are not already equipped for, we commit to learning and adapting to the best of our abilities.
2. We commit to full organisational awareness and adherence to this Policy, including Committee, staff, members and volunteers.
3. We commit to transparency about our diversity and inclusion practices so that A Fairer World team can give input on how to improve policy or actions.
4. We commit to improving diversity and inclusion across the organisation and taking steps to ensure that A Fairer World is doing everything it can to model best practice for inclusive organisations.
5. We commit to always striving to create inclusive environments where everyone feels valued, supported and able to reach their fullest potential.

Roles and responsibilities

The A Fairer World Committee is responsible for:

- Reviewing and updating this Policy annually. If suggestions for amendment are made by an A Fairer World team member, the Committee is responsible for reviewing the suggestion and implementing if appropriate.
- Communicating Policy updates and changes to all A Fairer World members, staff and volunteers.
- Ensuring improvement is measured and the Action Plan is regularly reviewed for progress.

Every person affiliated with A Fairer World – members, staff, volunteers and contractors - has a responsibility to foster inclusive environments and value diversity as outlined in this Policy.

Compliance

A Fairer World has no tolerance for discrimination or unfair treatment and requires adherence to this policy by every staff, volunteer, member and contractor. Breaches of this Policy will be treated seriously and disciplinary action may be taken in accordance with the Policies and Procedures Handbook.

Questions?

Contact the Coordinator (03 6223 1025 or admin@afairerworld.org) for more information or to make a submission for suggested amendment to this Policy.