

Diversity and Inclusion Statement

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Commitment to Diversity and Inclusion

Bundaberg Friendly Society Medical Institute Ltd (BFSMI), is committed to being an inclusive organisation that values diversity and inclusion.

This includes inherent characteristics such as age/generational differences, ethnicity, intellectual and/or physical ability, cultural background, sexual orientation and/or gender identity. Diversity also refers to less visible aspects such as education, socioeconomic background, faith, marital status, job level, family responsibilities, experience, and thinking and work styles.

- Fosters, cultivates and maintains a culture of diversity
- Fosters, cultivates and maintains inclusion as a partnership between all members of BFSMI including Board, staff, consumers and other stakeholders
- Respects each individual for their part in the operations of BFSMI
- Reflects the communities and consumers BFSMI serves
- Builds the organisational capacity to work within culturally diverse communities
- Seeks the advice and input of its staff, consumers and key stakeholders from the diverse communities when developing and reviewing its diversity and inclusion strategies, and
- Seeks to overcome any barriers to participation in its program and service planning and delivery.

BFSMI acknowledges that:

- Regardless of difference, every individual brings unique skills, abilities, knowledge, perspectives and experiences to their participation in the operations of the administration, program and services of BFSMI, whether as a member of the Board, staff member, consumer or other stakeholder, and
- Embracing diversity as a source of innovation, creativity and critical thought makes BFSMI a stronger, more responsive and more effective service provider.

BFSMI respects and recognises that there is a diverse culture within the Wide Bay region, with varied culture groups identified as our consumer demographic, including Aboriginal and Torres Strait Islanders.

BFSMI understands that culture groups identified, may be at higher-risk of harm and as far as is practical, will meet the cultural needs of consumers and provide care that is responsive and appropriate.

Our values support the practise of providing a culturally-safe environment to our consumers and escalation to management on a case by case basis is also supported.

BFSMI acknowledges that the legal and moral responsibilities placed upon it cover the areas of access in the provision of its programs and services, employment opportunities, information, training and development and events hosted by BFSMI.

Leadership Creating and Sustaining Diversity and Inclusion

The BFSMI Board drives the commitment to inclusion and diversity. Leadership at all levels is expected to help create, model and sustain an inclusive environment. BFSMI is committed to developing an effective and accountable leadership with the skills to foster the culture of diversity and inclusion throughout the whole organisation.

BFSMI is committed to providing a work environment in which all its staff including employees, volunteers and students feel that they belong and are valued individuals who can reach their full potential. All staff are expected to take a responsibility for the culture of diversity and inclusion in their work practices.

Diversity and inclusion within BFSMI with reference to the Strategic and Business Plans will be reported to Executive Management and the Board of Directors on an annual basis or as required.

Diversity and Inclusion in Practice

In undertaking its administration, program and service operations BFSMI aims to:

- Be open to continual learning from all its consumers, regardless of background.
- Mutually respect and accept without bias differences of any kind
- Make services available to everyone who is entitled to them, free of any form of discrimination on the basis of a person's background
- Develop and deliver programs and services on the basis of fair treatment of all those consumers who are eligible to receive them
- Use all necessary strategies to inform all eligible consumers of the services available and how they can obtain them
- Provide its consumers from diverse backgrounds with a welcome by informed people
- Provide responsive programs and services in formats that diverse consumer are comfortable with
- Pay attention to consumers' particular needs and requirements
- Deliver programs and services that consumers enable to feel that they belong and are valued
- Integrate diversity in its administrative, program and service planning, monitoring and evaluation, and
- Provide relevant information in accessible and available formats.

Employees

All staff must ensure that they contribute to an inclusive working environment that fosters, values, cultivates and maintains diversity and inclusion of different backgrounds.

Definitions

BFSMI - Bundaberg Friendly Society Medical – incorporates the business of the Friendly Society Private Hospital, Friendlies Physiotherapy and Allied Health Service, Friendlies Emergency Department and the Friendly Society Pharmacies.

Diversity: the fact of many different types of things or people being included in something; a range of different things or people.

Inclusion: the idea that everyone should be able to use the same facilities, take part in the same activities, and enjoy the same experiences, including people who have a disability or other disadvantage.

Discrimination: treating a person or particular group of people differently, especially in a worse way from the way in which you treat other people, because of their skin colour, sex, sexuality, race etc. Discrimination is also prejudice against people and a refusal to give them their rights.

Reviewed By

Coordinator – Clinical Risk and Compliance
Director of Human Resources & Engagement
Director Operations and Risk
Senior Manager Compliance
Director Clinical Services

Related Documents

HR 3.1-321 Code of Conduct
HR 03.05 Discrimination, Sexual Harassment & Bullying

Legislation

Anti-Discrimination Act 1991
Human Rights Act 2019
Industrial Relations Act 2016
Multicultural Recognition Act 2016
Work Health and Safety Act 2011
Fair Work Act 2009
Racial Discrimination Act 1975
Sex Discrimination Act 1984
Workplace Gender Equality Act 2012

References

1. Cambridge Dictionary <https://dictionary.cambridge.org/dictionary/>, Accessed 29/10/2020