

PURPOSE

The purpose of this Policy is to outline Council's commitment to creating a place where diversity is valued, people are included and feel they belong.

POLICY INTENT

To create an extraordinary Wollongong, we require a culture and an environment that embraces and respects difference. This Policy will guide decisions on services we provide for the community and how we will shape and support an inclusive workplace.

The Policy will also inform Council's various policies, strategies and actions that align with diversity, inclusion and belonging.

WOLLONGONG 2032 OBJECTIVES

Our Wollongong Our Future 2032 outlines the community's main priorities for the future and includes strategies for achieving them. This Policy guides the way we deliver on our commitments in the Plan.

DEFINITIONS

Diversity recognises our differences such as what we look like, our lived experiences, , our perspectives, what we know, and our beliefs. Diversity also relates to things like our age, sex, gender expression and identity, sexual orientation, ethnicity, nationality, religion, race, cultural background, family or relationship status, socioeconomic background, health and ability. Diversity exists not just in and between individuals, but within and between communities.

Inclusion is about everyone having equal access and opportunities to participate and contribute.

Belonging is when people feel safe, and are safe, respected, valued and accepted.

Equity is when people have the level of support they need, based on their individual situation, to access services and opportunities.

POLICY

Statement of Commitment:

**Our strength is the diversity of our people.
Together our responsibility is to create an inclusive place where
everyone is welcome, valued and belongs.
We lead with courage, openness and curiosity.
Our conversations and actions celebrate diversity, inclusion and belonging.**

We will:

- Use the Statement of Commitment to inform our decisions and the way we work.
- Welcome diversity and provide an inclusive place for everyone that lives, works in or visits our local government area.
- Strive for equity in access to services, infrastructure and open spaces.
- Support opportunities to celebrate diversity within our community.
- Advocate for and work with our community to create a place where they feel they belong.
- Listen to the community to understand their needs and involve them in decisions that affect their lives.
- Work with our staff to develop and implement policies, strategies, action plans and programs that promote equity for our staff.

This Policy Statement will be delivered through various strategies, plans and procedures including those outlined below.

LEGISLATIVE REQUIREMENTS

- Australian Human Rights Commission Act 1986
- Age Discrimination Act 2004
- Sex Discrimination Act 1984
- Racial Discrimination Act 1992
- Racial Hatred Act 1995
- Disability Discrimination Act 1992
- Disability (Access to Premises – Buildings) Standards 2010
- Workplace Gender Equality Act 2012
- Work Health and Safety Act 2011
- Anti-Discrimination Act 1977 (NSW)
- Local Government Act 1993 (NSW)

REVIEW

This Policy will be reviewed a minimum of once every term of Council, or more frequently as required.

REPORTING

- 1 Senior Manager People + Culture will monitor the scope and currency of this policy.
- 2 Programs and action plans directly linked to this Policy will be reported on annually.

ROLES AND RESPONSIBILITIES

All policies and procedures aligned to this Policy Statement, outlines specific roles and responsibilities.

RELATED STRATEGIES, POLICIES AND PROCEDURES

- Enterprise Agreement
- Code of Conduct – Councillors and Staff
- Workforce Management Strategy

- Equal Employment Opportunity Management Policy
- Equal Employment Opportunity Management Plan
- Reconciliation Action Plan
- Disability Inclusion Action Plan
- Anti-discrimination, Bullying and Harassment Policy
- Community Engagement Policy and Framework
- Aboriginal Engagement Framework
- Child Safe Policy
- Customer Service Policy

APPROVAL AND REVIEW	
Responsible Division	People and Culture
Date adopted by Council	11 December 2023
Date/s of previous adoptions	31 August 2020
Date of next review	11 December 2026