

100.7 RIVERLAND LIFE FM - Diversity Policy

1. Application

This policy applies to all Board members, staff, volunteer workers, and occasional on-air presenters.

2. Definitions and Purpose

The word 'diversity' is synonymous with 'variety', 'variation', 'multiplicity', 'difference', 'heterogeneity' and a 'range' of other nouns. Diversity is desirable in our organisation so that each individual participant is recognised as unique, independent in thought, valued and respected for themselves as people made in the image of God. Positive diversity involves respect for each other and appreciation of difference in one another. No two people are the same; diversity is evident in many ways, such as in gender, age, ethnicity, education and experience. It is also evident in personal points of view, political biases and religious practices (even within the one faith of Christianity).

'Gender equality' means equal access for all participants to the same opportunities, activities and facilities, in keeping with their skills and interests, regardless of whether they are a man or a woman. The same principle of equal access applies to ethnic diversity and age, etc.

3. Aims

Diversity is important in order for us to:

Have people with the appropriate skills and passion working in the areas that suit their abilities and interests and where they can make the best contribution to the station.

Discover new opportunities through the creative interaction of a diverse group of people, and raise up leaders through the exercise of individual talents and skills.

Be able to run the station efficiently and well with a diverse team that can cover the various areas of operation, including the governance of the station.

Our Diversity policy aims to ensure that:

Anyone in our community is welcome to apply to participate in the operations of the radio station;

All volunteers and staff are respected and their particular contributions are appreciated.

4. Guiding Principles

Diversity in the Christian community is a Biblical principle:

"... in Christ Jesus you are all children of God through faith ... There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus" (Galatians 3:26,28).

We seek to:

Be a community of volunteers and staff that serve and help one another, according to the example of Jesus Christ.

Have a positive, respectful culture that highly values all people as of equal worth, made in the image of their Creator;

Treat one other equally, neither giving nor withholding favour with respect to gender, age, ethnicity, physical appearance, status or education.

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5. Measurable Objectives

We aim to have:

Gender equality in the governance of the organisation;

Supportive and flexible work practices;

Diversity of experience, ideas and abilities on the Board;

Representation from different places in our broadcast area and from a variety of church denominations;

Opportunities for people of different backgrounds to participate in the service.

6. Accountability

The Board of Management has oversight of this policy, is responsible for developing the policy, setting measurable objectives and monitoring progress;

The Board will review and make changes to the policy when and if required.

7. Compliance

The Board of Management will meet the obligations with respect to governmental regulatory requirements, as advised by the ACMA and CBAA.