

100.7 RIVERLAND LIFE FM - Diversity Policy

1. Application

This policy applies to all Board members, staff and volunteers, including occasional (casual) on-air presenters and participants, and any other person who represents or acts in a position on behalf of Riverland Life FM.

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 male or female. The same principle of equal access applies to other areas of diversity, eg, ethnicity and age.

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 effective leaders through the exercise of individual talents and skills;

Be able to provide a service and programming that is relevant and of value to the community, enriched by the diversity of experience, abilities and interests of those that participate in the operation 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).

"After this I looked, and there before me was a great multitude that no one could count, from every nation, tribe, people and language, standing before the throne and before the lamb. They were wearing white robes and were holding palm branches in their hands. And they cried out in a loud voice: 'Salvation belongs to our God, who sits on the throne, and to the Lamb'" (Revelation 7:9-10).

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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.

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;

Women participating in leadership roles and nominated to the Board of Management at AGM's;

Gender balance in participation in programming and on-air, and across all other areas of operations and activities.

6. Monitoring Progress

Progress in meeting and maintaining targets specified in this policy will be monitored by the Board of Management;

Meetings will be surveyed from time to time to allow participants to comment on their freedom of opportunity to participate and contribute;

Participation rates relating to diversity of people involved in the station, as described in this policy, will be reported to the Board of Management and to the membership.

7. 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.

8. Compliance

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