

## 4. Diversity and Social Inclusion Policy

### Summary

This policy, along with Lord Somers Camps and Power House (LSC&PH)'s vision, seeks to recognise and celebrate diversity in gender, age, ethnicity, religious or cultural background, disability, marital or family status, sexual orientation, gender identity and other areas of potential difference. LSC&PH will adopt proactive approaches to supporting inclusion in all activities and functions.

### Policy Statement

Lord Somers Camp and Power House values the positive impact that diversity brings to organisations such as this and will proactively seek to identify and remove barriers to inclusion by groups that have historically encountered these such as, but not limited to

- LGBTIQ+ individuals
- People with disabilities
- Neuro-diverse individuals
- People from culturally and linguistically diverse backgrounds
- First Nations people
- People from challenging socio-economic backgrounds
- Young people who are not able to live at home

This approach is supported by LSC&PH's vision of *a stronger, more inclusive society created through service to others*.

In addition, two of our organisational values are linked to this requirement i.e.

**Acceptance** – We accept other people, their values and their differences. We offer equality of opportunity.

**Belonging** – We provide a place where everyone can belong regardless of gender, age, culture, sexuality or ability.

### Definitions

Employee	Any person employed by Lord Somers Camp and Power House.
Executive Team	A leadership team for a specific LSC&PH program or activity. Specific members/ roles of an Executive Team are at the discretion of the Program or Activity Leader.
Leader	Any person (paid or unpaid) over the age of 18 who is responsible for the control and safety of members/volunteers placed in their care whilst holding a formal position in Lord Somers Camp and Power House. A leader could include but is not limited to:

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	<ul style="list-style-type: none"> <li>• Camp Leaders</li> <li>• Deputy Camp Leaders</li> <li>• Executive Officers</li> <li>• Programs Leader</li> <li>• Slushie King and Slushee Queen</li> <li>• Heads of Departments</li> </ul>
Member	Any person who has a current membership subscription to LSC&PH, including various life memberships, term membership or honorary life membership.
Participant	Any person who attends an LSC&PH program as a participant or a grouper.
Volunteer	Any Non-Member who attends LSC&PH activities as a member of the camp's staff under direction of a Camp Leader.

### Responsibilities

Board	Ensure that diversity and social inclusion principles are integrated with and underpin all aspects of LSC&PH's programs and activities.
CEO	Develop and implement strategies designed to raise the awareness of and develop the capacity of employees, members, volunteers, and contractors to support an environment in which everyone is treated fairly and with respect.
Employees and executive teams	Ensure that this policy is applied within their programs and activities.
All Staff (Employees and Volunteers), and members	<p>Ensure that their actions and decisions support the involvement of participants and others from a wide variety of backgrounds, beliefs, and circumstances.</p> <p>Contribute towards an inclusive organisational culture</p>

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### Policy implementation

#### Supporting diversity and social inclusion

In order to support the implementation of this policy and the continuous strengthening of an inclusive organisational culture, LSC&PH will:

- Continue to build on and expand our suite of programs, activities and events which promote social inclusion
- Ensure individuals are provided with equal opportunity, while also creating opportunities for groups that may be disadvantaged
- Emphasise the accountability of our leaders to foster an inclusive culture where individual difference is understood, respected and valued
- Foster a culture which supports and respects the values and needs of all individuals regardless of individual difference.
- Ensure acknowledgement and compliance by employees, members and volunteers with the LSC&PH Social Media Policy and Code of Conduct, specifically the requirements to:
  - Treat others with courtesy and respect during all interactions related to LSC&PH activities
  - Contribute to an environment in which different opinions, perspectives and cultures are valued and encouraged
  - Consider how individual conduct might reinforce inappropriate stereotypes based on gender, race, age, political or religious belief, sexuality and any other discriminatory ground, and refrain from such conduct
- Provide diversity and social inclusion training and education opportunities for leaders, members, employees and volunteers involved in implementing our programs and activities
- Ensure recruitment and selection processes across all levels of LSC&PH are structured so that a diverse range of candidates are encouraged and considered
- Ensure that the Inclusion Working Group be made up of people with a depth of understanding of the issues relating to diversity and social inclusion through a combination of lived / other experience and / or training
- Involve individuals or groups representing historically marginalised groups of people in the development, delivery and / or review of training, position descriptions and policies / procedures and,
- Involve these same people or groups where possible and relevant, in the recruitment and selection of employees and volunteers
- Actively review organisational policies, programs and activities against diversity and social inclusion objectives
- Ensure this policy is acknowledged and understood by employees, members and volunteers commencing employment or undertaking leadership positions during an induction process
- Ensure this policy is made publicly available on the LSC&PH website

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- Maintain and implement effective mechanisms for reporting, investigating and responding to actions or behaviours deemed contrary with this Policy.

The LSC&PH Inclusion Working Group provides guidance, advice, and training to the organisation to support the implementation of this policy. The Inclusion Working Group reports to the LSC&PH Programs and Activities Committee, which is a Sub-Committee of the LSC&PH Board.

### Breaches of policy

Any actions or behaviours deemed contrary to this policy, or any other policy, will be dealt with and may result in disciplinary action being taken, which may include a member's suspension or expulsion in accordance with Clause 47.1 of the LSC&PH Constitution.

Reporting and Investigation procedures are included in the Code of Conduct.

### Other relevant policies and procedures

- Code of Conduct
- Client Protection Policy
- Reconciliation Action Plan
- Social Media Policy
- Privacy Policy

### Associated documents

- LSC&PH Constitution

### Policy review

This policy will be reviewed every three years by the Programs and Activities Committee with support from the Inclusion Working Group, or sooner if warranted by internal or external events or changes.

Changes to the policy will be recommended for resolution by the LSC&PH Board.