

## Diversity and Social Inclusion Policy

### Summary

This policy recognises, protects, promotes and celebrates diversity, in accordance with the Universal Declaration of Human Rights 1948, and other treaties, covenants and acts in accordance and derived from this. [UN Declaration of Human Rights](#) This includes upholding the human rights of all individuals in accordance with the Equal Opportunity Act 2010. Lord Somers Camp and Power House (LSC&PH) adopts a proactive approach to supporting diversity and social inclusion and preventing discrimination in all activities and functions.

### Policy Statement

LSC&PH recognises and celebrates diversity and the human rights of all individuals. We strive to create a safe and inclusive space for all who attend our programs and activities in the fulfilment of our vision and mission.

Through exercising our values of fun, friendship, care, belonging and acceptance, we aim to create a stronger, more inclusive society through service to others.

We also recognise the need, as outlined in the Department of Families, Fairness and Housing's Diversity and Inclusion Framework, the need to "take intersectional approaches to [addressing] barriers to inclusion, process equitable approaches and achieve equal outcomes." We recognise each person's individual identity and their right to choose their preferred language to describe different aspects of their identity.

As such LSC&PH proactively seeks to identify discrimination and promote the rights of inclusion of all for groups of individuals that have historically encountered discrimination such as, but not limited to:

- LGBTQIA+, gender-diverse and sexually diverse individuals.
- Individuals with disabilities
- Neurodivergent individuals
- Individuals from culturally and linguistically diverse (CALD) backgrounds
- Indigenous Peoples, including Aboriginal and Torres Strait Islanders, as well as other Indigenous Peoples from around the world
- Individuals in socio-economic disadvantage or from a socio-economically disadvantage background
- Individuals who are homeless or at risk of homelessness

This policy aims to uphold the human rights outlines in the Charter of Human Rights and Responsibilities Act 2006 and the Equal Opportunity Act 2010.

We further uphold also the statement, by the DFFH Diversity and Inclusion Policy Framework 'Nothing about you, without you' and hence, this policy aims to empower the voices of our diverse employees, members, participants and volunteers. As to reflect the commitment to ensure we do "nothing about you, without you". [DFFH Diversity-and-inclusion-framework-2022-2027](#)

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### Governing Legislation

#### Victoria

- Advancing the Treaty Process with Aboriginal Victorians Act 2018
- Carers Recognition Act 2012
- Change or Suppression (Conversion) Practices Prohibition Act 2021
- Charter of Human Rights and Responsibilities Act 2006
- Disability Act 2006
- Equal Opportunity Act 2010
- Gender Equality Act 2020
- Multicultural Victoria Act 2011
- Occupational Health and Safety Act 2004
- Racial and Religious Tolerance Act 2001

#### Commonwealth

- Disability Discrimination Act 1992
- Sex Discrimination Act 1984
- Racial Discrimination Act 1975
- Age Discrimination Act 2004

### Definitions

|                |   |
|----------------|---|
| Employee       | Any individual 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         | <p>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:</p> <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.  |

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### Responsibilities

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|---|---|
| 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, behaviours, and decisions support and engage participants, members, staff and others from a diverse range of identities, backgrounds, beliefs, and circumstances.</p> <p>Contribute towards and uphold an inclusive organisational culture.</p> |

### Policy

LSC&PH will:

- Commence formal gatherings with an Acknowledgement of Country:

*Lord Somers Camp and Power House acknowledges and pays respect to the past and present custodians and elders of the lands on which we gather, work and serve. We acknowledge and respect their continuing connection and cultivation of the land, water, culture and community.*

*We also pay respect to the Boon Wurrung, and Bunurong people of the Kulin Nation as traditional custodians of the lands upon which our Albert Park and Somers activities take place.*

- Following the Acknowledgement of Country there will be a Commitment to Diversity and Social Inclusion Statement:

*We strive to lead programs with our vision and values front of mind, and in doing so embrace the inherent benefit derived from acknowledging and valuing diversity. We recognize and celebrate diversity in cultural, religious and linguistic background, ability, sexuality, gender identity and other areas of potential difference.*

- Continue to promote diversity and social inclusion universally across the organization by ensuring acknowledgement and compliance by employees, members, volunteers, participants, visitors and stakeholders with the LSC&PH Code of Conduct, Child Safety and Client Protection Policy, Anti-discrimination, Bullying and Harassment Policy, Occupational Health and Safety Policy, Social Media Policy in addition to this policy specifically the requirements to:

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- Treat others with courtesy and respect during all interactions related to LSC&PH activities
- Contribute to cocreating 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 and to report such conduct
- Comply with legislation and laws that safeguard social inclusion and diversity
- Continue to build on and expand our suite of programs, activities and events which promote social inclusion and diversity Ensure individuals are provided with equal opportunity, equitable processes, while also creating opportunities for groups that may be disadvantaged and or experiencing discrimination
- Emphasise the accountability of all our all employees, members, volunteers, participants visitors and stakeholders 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.
  - 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 adhere to the principles of EEO so that a diverse range of candidates are encouraged and considered
  - Ensure that all committees, working groups, boards, and any other group is made up of individuals with an in depth understanding of issues relating to diversity, social inclusion and upholding human rights through a combination of recruiting individuals with lived, or other experience and/or diversity and inclusion training
  - Further ensure that Diversity and Social Inclusion is a standing item of consideration for all organizational committees and working groups where applicable and relevant
  - 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 at all levels of the organisation
  - 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

## **Diversity and Social Inclusion Policy**

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

### **Breach 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 addressed across several documents reinforcing zero tolerance towards intolerance. These documents include: Managing Breaches of the Code of Conduct, the Misconduct Procedure, The Child Safety and Client Protection Procedure and Code of Conduct.

### **Other relevant policies and procedures**

- Code of Conduct
- Managing Breaches of the Code of Conduct
- Child Safety and Client Protection Policy
- Child Safety and Client Protection Procedure
- Occupational Health and Safety Policy
- Anti-Discrimination, Harassment, and Bullying Policy and Procedure
- Social Media Policy
- Privacy Policy and Procedure

### **Associated documents**

- LSC&PH Constitution
- UN Declaration of Human Rights

### **Policy review**

This policy will be reviewed every two 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 approval by the LSC&PH Board.