

3mFM DIVERSITY and INCLUSIVENESS POLICY

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replace Inclusiveness policy
Position Held: Treasurer

DEFINITION

Diversity and inclusiveness represent ethnicity and cultural background, age, sexual preference, gender, mental and physical abilities, religious beliefs and the diverse ways of thinking and working in a business environment.

PURPOSE

3mFM takes pride in establishing and maintaining a welcoming and inclusive environment for members, volunteers, staff and visitors alike. Our aim is to enable active participation by our community in station management, programming and general operations and to encompass the cross section of people that involve our membership, workforce (paid and voluntary) and sponsors, as well as the wider community to whom we provide our services.

GUIDELINES

In accordance with the *Community Radio Broadcasting Codes of Practice*, **3mFM** abides by the same guiding principles as all Community broadcasters, working to:

- Promote harmony and diversity and contribute to an inclusive, cohesive and culturally-diverse Australian community
- Improve our long-term performance
- Pursue the principles of democracy, access and equity, especially for people and issues not adequately represented in other media
- Enhance the diversity of programming choices available to the public and present programs that expand the variety of viewpoints broadcast in Australia
- Demonstrate independence and a broader perspective in programming as well as in editorial and management decisions
- Optimise 3mFM's human capital available to us
- Support and develop local arts and music
- Increase community involvement in broadcasting.

In all station activities and behaviour 3mFM is committed to oppose and break down prejudice on the basis of ethnicity, race, language, gender, sexuality, age, physical or mental ability, occupation, religious, cultural or political beliefs, leading to a diverse workforce. This is achieved through the appointment of qualified staff, Board candidates and attracting volunteers.

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OBJECTIVES

3mFM will continue to introduce new ideas to promote diversity within the organisation, and within our influence the broader community, to support our policy.

These include

- ❖ Gender pay equality
- ❖ Diversity of experience, skills and ideas for Board, staff and volunteers
- ❖ Developing and growing a culture that supports inclusiveness and diversity
- ❖ Flexible work practices.

COMPLIANCE and ACCOUNTABILITY

3mFM will meet all obligations with respect to State and Federal legislation and other regulatory matters, including reporting, in regard to diversity and inclusion.

The 3mFM Board is responsible to develop and oversee the implementation of this policy, and monitor progress against our objectives on a regular basis.

The Station Manager is responsible to implement workplace practices that support and improve our diversity and inclusiveness, at the direction of the Board.