

Diversity Policy

1. Purpose

The Diversity Policy provides a framework to:

- Ensure the membership of the National Indigenous Radio Service Board is appropriately diverse and to establish how these objectives can be met.
- Ensure the staffing of National Indigenous Radio Service is appropriately diverse and to establish how these objectives can be met.
- Integrate a philosophy of diversity into all National Indigenous Radio Service's activities and to establish how these objectives can be met.

2. Definitions

Diversity refers to the visible and invisible differences that exist between people, such as gender, culture, ethnicity, physical and mental ability, sexual orientation, age, economic status, language, faith, nationality, education, geographical location and family/marital status. It also refers to diverse ways of thinking and ways of working. Diversity group examples include but are not limited to:

- First Nations peoples
- Geographic diversity
- Indigenous peoples from other countries
- Lesbian, Gay, Bisexual, Transgender and Intersex people
- Older people
- People with culturally and linguistically diverse backgrounds
- People with disabilities
- People with young children
- Remote people
- Women
- Young people

3. Policy

3.1 Principles

The National Indigenous Radio Service aims to reflect and enhance the diversity of First Nations communities, in its governance, management, and operations. The National Indigenous Radio Service is committed to social justice and social inclusion.

The National Indigenous Radio Service is also committed to complying with relevant legislation, including the Disability Discrimination Act 1992 and Human Rights and Equal Opportunity Commission Act 1986. The Board, management and employees aim to support and enhance anti-discrimination awareness and behavior within the National Indigenous Radio Service.

3.2 Current priorities

Whilst not limited to the following groups, current priorities for enhancing diversity are as follows:

3.2.1 Board of Directors

- Young people (18 -25)
- Differently abled people

3.2.2 NIRS Staffing

- Women
- Young people (18-25)
- Differently abled people

4. Implementation

4.1 NIRS Board of Directors

The National Indigenous Radio Service will develop strategies, initiatives and programs to increase Board Director diversity. This may include a review of its Constitution to promote and enable diversity on the National Indigenous Radio Service Board.

The merit principle for filling Board positions, including the requirement that Board Directors be First Nations people, will continue to guide nominations for the Board. National Indigenous Radio Service members will continue to be the voting constituency for Board positions consistent with our Constitution.

Gender diversity

National Indigenous Radio Service is committed to achieving as close to a balance to 50/50 split of female and male representation on the Board as possible.

National Indigenous Radio Service will also consider the potential for female and male Chairperson roles and review whether there is a need to amend the Constitution should the membership considers a female and male Chair as being beneficial to the organisation.

The National Indigenous Radio Service is committed to achieving the gender balance target by 2025.

Age and ability diversity

Within the gender groups, the National Indigenous Radio Service is committed to enhancing diversity of age groups (younger people) and persons with disability. The National Indigenous Radio Service Board will strive to increase participation of these groups through setting targets for participation. The National Indigenous Radio will consider the need to expand the number of Directors set out in the Constitution.

The National Indigenous Radio Service is committed to having at least two young persons and at least one person with a disability on the Board by 2025.

4.2 NIRS Employees

The National Indigenous Service will develop strategies, initiatives and programs to increase diversity in the workplace.

First Nations diversity

The merit principle for filling staffing positions (permanent, casual and contract) will continue with preference given to First Nations people in the case of equal skills and experience.

The National Indigenous Radio Service is committed to increasing First Nations staffing to a minimum of 90% ATSI employees by 2025.

Gender diversity

The National Indigenous Radio Service is committed to ensuring the number of women staff at 50% of staff positions. The National Indigenous Radio Service will also ensure that there be a 50/50 split of men and women in senior management positions.

The National Indigenous Radio Service is committed to ensuring continuation of the targeted ratios.

Age and ability diversity

Within the gender groups, the National Indigenous Radio Service is committed to enhancing diversity of age groups (younger people) and persons with disability in the workplace.

The National Indigenous Radio Service is committed to setting benchmarks for age and ability diversity group staffing.

5. Accountability and Reporting

5.1 Accountability

- NIRS Board diversity strategy/targets: The Board Chairperson and General Manager are responsible for implementation of the Board of Directors diversity commitments.
- NIRS Employee diversity strategy/targets: The General Manager is responsible for implementation of the National Indigenous Radio Service’s staffing diversity commitments.

5.2 Reporting

The General Manager, through the NIRS Annual Report, will report on progress and achievements in meeting the organisation’s diversity commitments.

Relevant legislation

- Fair Work Act 2009
- Disability Discrimination Act 1992
- Human Rights and Equal Opportunity Commission Act 1986
- Racial Discrimination Act 1975
- Sex and Age Discrimination Act 2011
- State/Territory Workplace Health and Safety

Associated policies

- Equal Employment Opportunity Policy

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