



Cultural Diversity Policy

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Context

Our distinctive identity is by creating a welcoming community of staff that:

- Reflects its ethos;
- Values and celebrates the diversity of the organisation;
- Expresses a commitment to access and equity;
- Demonstrates ethical conduct;
- Highlights the primary values of human respect, dignity and freedom;
- Appreciates the importance of cross-cultural knowledge; and
- Aims to ensure that the diverse nature of Australian society is reflected in all aspects of its employment and education.

Legislative Provisions

Multicultural Act (2000)

<https://legislation.nsw.gov.au/inforce/a6ac573d-70ec-61e7-c63e-9e43748c3306/2000-77.pdf>

The Anti-Discrimination Act (1977)

<https://www.legislation.nsw.gov.au/#/view/act/1977/48>

Policy objectives

The objectives of this policy is for our community language school, in its working, teaching and learning, research and community engagement to:

- (a) Give specific acknowledgement and support to the cultures of Australian Indigenous peoples;
- (b) Recognise and value the multicultural nature of Australian society;
- (c) Provide a diverse, flexible and creative work environment which acknowledges, supports, values and encourages cultural diversity and assists in the development of understandings of and insights into a range of cultures;
- (d) Emphasise the value of cultural diversity and strengthen its commitment to cultural inclusiveness, in an attempt to redress any unfair, discriminatory or illegal practices which may result or have resulted directly or indirectly from cultural difference, identity and/or context; and
- (e) Promote cultural activities which celebrate the diversity of its staff.

Policy implementation

In order to achieve the above policy, we will develop and adapt our policies, procedures and practices to integrate the principle of respect and support for cultural diversity.

Employment

Employment policies and procedures will, where appropriate, foster the cultural diversity of the workforce.

We will conduct training and development programs of relevance to cultural diversity on the basis of need.

Management Committee

Decision-making within our community language school will, wherever reasonably practicable, be informed by input from Committee members from diverse backgrounds.

The membership of our community language school will reflect the diversity of our community.