

IRCA MEMBERSHIP DIVERSITY POLICY



1. Purpose

The purpose of the IRCA Membership Diversity policy is to Integrate a philosophy of diversity into all IRCA’s activities and to establish how these objectives can be met through membership actions and programs.

2. Application

The IRCA Membership Diversity Policy applies to membership:

- Participation in governance actions and provisions.
- Participation in meetings, workshops, Festivals, seminars, conferences, delegations, committees.
- Use of IRCA provided membership benefits and resources.
- Engagement with IRCA staff and contractors, and
- Any other activities and communications where a Member has direct dealings with IRCA or formally represents IRCA.

3. 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:

- Aboriginal and Torres Strait Islander 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
- Underprivileged people
- Women
- Young people

4. Principles

The Indigenous Remote Communications Association (IRCA) aims to reflect and enhance the diversity of the Indigenous media and communications sector in its governance, management, and operations. IRCA is committed to social justice, social inclusion and a thriving Indigenous media sector.

IRCA is also committed to complying with relevant legislation, including the Disability Discrimination Act 1992 and Human Rights and Equal Opportunity Commission Act 1986 as listed in Section 6 of this Policy.

5. Responsibilities

5.1 Members

In dealing with IRCA as set out under *Application* above, members will:

- Support IRCA diversity actions consistent with the Principles and Legislation set out in this Policy under Sections 4 and xxx respectively and specifically with regard to:
 - Differently abled people.
 - Gender equity.
 - Geographic location.
 - LGBTI.
 - Senior age people (above 55).
 - Young people (18 -25).
- Treat other persons with respect and courtesy, and without discrimination, bullying, or harassment.
- Comply with all Australian laws applicable to this Policy.

5.2 IRCA

In dealing with members as set out under *Application* above, IRCA will:

- Implement programs and actions that support an increase in diversity in governance and membership.
- Treat other persons with respect and courtesy, and without discrimination, bullying, or harassment.
- Comply with all Australian laws applicable to this Policy.
- Report to members annually on its Diversity programs and actions,

6. Relevant Federal legislation

- Age Discrimination Act 2004 (Cth)
- Australian Human Rights Commission Act 1986
- Disability Discrimination Act 1992
- Fair Work Act 2009
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Workplace Gender Equality Act 2012

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