



## **MUSIC BROADCASTING SOCIETY OF SOUTH AUSTRALIA, INC**

### **DIVERSITY POLICY**

#### **1. Purpose and Vision**

Workplace diversity involves recognising the value of individual differences and managing them in the workplace. Diversity in this context covers gender, age, ethnicity, cultural background, sexual orientation and religious belief.

Workplace flexibility involves developing people management strategies that accommodate differences in the background, perspectives and other responsibilities of staff.

#### **2. Objectives**

The objectives of this Policy are to ensure that Music Broadcasting Society of South Australia (MBSSA):

- has a truly inclusive workplace where every individual can shine regardless of gender, cultural identity, age, work style or approach;
- leverages the value of diversity for all our stakeholders and listeners; and
- continues to take a leadership position on diversity practices and setting the agenda in the external community.

#### **3. Implementation**

MBSSA will set Board-determined measurable objectives for achieving diversity by -

- assessing at the end of every financial year both the objectives and progress in achieving them; and
- will encourage and support the application of diversity policy into practice across the organisation.

MBSSA will implement an Accessibility Action Plan for staff with a disability so as to enable a suitable environment for them.