

Cultural Inclusion Policy

Introduction

[Write one or two paragraphs about your organisation - A brief history and what the organisation seeks to do]

Statement

You are welcome here. Diversity and inclusion is important to [Insert your organisation here].

Our mission, strategies, and practices aim to support and make welcome all people. This includes all ages, all races including Aboriginal and/or Torres Strait Islander Peoples, all types of cultural backgrounds including immigrants and refugees, all religions, all gender identities, sexual orientations and intersex variations, disability status and employment status.

We aim to provide an environment where every person who interacts with this organisation feels:

- Welcome
- Represented
- Included in decision making
- Able to participate
- Free from discrimination.

Policy Principles

The policy is based on the following principles:

- That Australia is a multicultural nation with a diversity of cultures.
- Cultural and religious diversity is a strength to be respected and used for the development of a tolerant, cohesive society.
- All Australians have the right to express and share their identities and cultural heritage.
- All Australians have the responsibility to respect the cultural heritage, religion, identity and language of others.
- All Australians have the right to become members of [insert your organisation name here], participate in our activities, use resources and access our programs.
- That barriers to participation are removed in the planning and delivery of our activities.

[Insert your organisation here] shows its commitment to diversity and inclusion by:

- Adopting strategies to ensure its commitment to being an inclusive organisation.
- Pursuing strategies to increase participation and inclusion by all people
- Implementing strategies that allocate responsibility for inclusion to the whole organisation.
- The [Board, Practice owners and management] and staff will lead these strategies and regularly review them.
- Reviewing these strategies and policies and their implementation regularly.
- Seeking the advice and input of key stakeholders in the diverse communities including the Aboriginal and Torres Strait Islander community, culturally diverse people including recent immigrants and refugees, LGBTQ people and gender diverse people when reviewing or developing these strategies.

This policy was adopted on:

Date: [Insert your information here].

Date for review: [Insert your information here]

Signature of Management:

For further information about our Cultural Inclusion Policy contact: [Insert your information here]