

# Diversity and Inclusion Commitment Statement

At Save the Children Australia we value diversity. We are members of a global community that has worked to improve the lives of children for over 100 years. We value the innovation that comes from each of us bringing our cultural differences, personal attributes and perspectives to our work. We know this improves our ability to reach the most deprived children and it is important that our workforce reflects the diversity of the communities we operate in.

Beyond diversity, our goal is to be an organisation that has a culture of inclusion where our people can contribute to their full potential and can work as their authentic selves. We foster an environment where individuals are empowered to speak up, contribute their ideas, have equal opportunity to succeed, and pursue a career free of limitations.

## Our strategic commitment to diversity and inclusion

Enhancing our adaptive and inclusive culture is one of the six drivers in the [Save the Children Australia Strategy 2024](#). Our strategy outlines our commitment to a truly inclusive and representative organisational culture, and our plans to maintain culturally and psychologically safe workplaces for our people regardless of race, gender, disability or sexual identity. Our Diversity, Inclusion and Belonging Roadmap sets out the actions we will take to achieve this goal.

## Diversity and inclusion in practice

*Our commitment to diversity and inclusion is present in the work that we do and the services we provide to the communities we serve within Australia and the Pacific, and in the administration of our operations:*

- Our **Framework for Cultural Responsiveness** outlines guiding principles to develop cultural capability in front line service delivery and programs, governance, policy development, planning, education and training, and quality and improvement
- Our **First Nations Engagement Principles** outlines our respect for Aboriginal and Torres Strait Islander ways of knowing and being, and the culturally informed approach in which we must engage and work with First Nations families and communities
- Our **Disability Inclusion Policy and Action Plan** outlines our approach to disability inclusion and is a demonstration of our commitment to the attainment of rights for children and adults with disabilities
- Our **Gender Equality Policy** ensures that we can program, advocate, partner, and organise for gender equality
- The **localisation of services in the Pacific** is improving our ability to engage more effectively with local partners in the Pacific around program implementation and emergency preparedness and response
- Our **Recruitment Standards** outline principles to attract a talented and committed workforce that is diverse and reflects the communities we work in, promotes equality of opportunity and ensures we do not discriminate against applicants at any stage of the recruitment process
- Our **Bullying, Harassment, Discrimination and Exploitation Policy Guidelines** ensures we remain a safe, healthy and inclusive workplace where all people are treated with dignity, courtesy and respect, promoting the rich diversity of our organisation.
- Our **Gender Equality Self Assessment Guide and Toolkit** serves as a mechanism to assess, evaluate and reflect upon how gender equality is embedded within and throughout our systems, processes, practices and programs.

## Moving into the future

While the frameworks above provide a solid foundation, we know we have more work to do to achieve our vision of a truly inclusive culture and workforce that is representative of the communities in which we work.

### For our people

*As a demonstration of our commitment to diversity and inclusion, we will:*

- Identify barriers to diversity, equality and inclusion and establish plans to overcome these
- Set targets and performance indicators for our senior leaders to strengthen our commitment to a diverse and inclusive workforce
- Mutually respect and accept differences without bias
- Integrate diversity in our administrative, program and service planning, monitoring and evaluation.

### For our clients, donors, partners and the community

*As a demonstration of our commitment to diversity and inclusion, we will:*

- Make services available to everyone who is entitled to them, free of any form of discrimination
- Provide culturally and linguistically responsive programs and services in formats culturally diverse families and children are comfortable with
- Report annually to our Board and the public on key diversity and inclusion metrics
- Provide information in accessible and available formats
- Use all necessary strategies to inform all eligible families and children of the services available and how they can obtain them.