

Community Radio 2XX FM Inc.
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DIVERSITY POLICY

1 Definition

Diversity includes ethnicity and cultural and linguistic background, gender, sexual orientation, ability, family status, religious beliefs, perspective and experience. It also refers to diverse ways of thinking and working. Our approach to diversity encompasses the cross-section of people and difference that make up our volunteer base, our 2XX association membership and the wider Canberra communities we serve.

2. Guiding principles

Diversity underpins 2XX's desire to be an effective volunteer-based community radio station, providing an alternative to mainstream radio and serving Canberra communities in their diversity.

Radio 2XX aims to ensure that it has a diverse volunteer base, diversity in its staffing and diversity on board to ensure a broad range of perspectives are represented across the organisation and in its programming.

Radio 2XX aims to develop an organisational structure, which reflects the demographics of the community in which it operates. To that end, Radio 2XX is committed to providing an inclusive environment conducive to respect and substantive equality in the appointment of well-qualified employees, senior management and board candidates so that we can:

3 Measurable objectives

Radio 2XX will develop, implement and measure key initiatives, objectives and measures to promote diversity in the organisation and support the aims of the Diversity Policy. These will be reviewed on a regular basis and will include a voluntary volunteer survey.

Our objectives include:

- gender equality in the governance of the organisation
- diversity of experience, thought and skill set on the Board and across the organisation
- supportive practices for volunteers
- fostering a culture conducive to respect and substantive equality

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4 Accountability

The Board is responsible for developing the Policy, setting the measurable objectives and monitoring progress against them. The Board has responsibility for oversight of these aspects of the Diversity Policy.

The Station Manager is responsible for ensuring that workplace practices are in place to give effect to the Diversity Policy and to meet the measurable objectives developed by the Board. The Station Manager is responsible for reporting to the Board on progress in achieving the measurable objectives set by the Board.

The Station Manager will report to the Annual General Meeting on the measurable objectives set by the Board in accordance with this Policy and our progress towards achieving them and provide data on the respective proportion of men and women on the Board and across the whole organisation.

5 Compliance

Radio 2XX will meet all obligations with respect to state and federal legislative and regulatory and reporting requirements in relation to diversity and discrimination.

6 Commencement of Policy

This Policy will commence from 1 January 2020.

7 Application of Policy

This Policy applies to 2XX volunteers and staff and the 2XX Board.

8 Variations

Radio 2XX reserves the right to vary, replace or terminate this Policy from time to time.

9 Definition of gender equality

Radio 2XX, in referring to the use of the phrase ‘gender equality’, supports the meaning whereby people are able to access and enjoy the same rewards, resources and opportunities regardless of whether they identify as male, female or a non binary gender identity.

Authorisation

Approved by 2XX Board, 28 September 2017
Responsible person: 2XX Board Secretary

