



National Affordable Housing Consortium - Victoria

Diversity, Inclusion and Equity Policy

Policy Statement

National Affordable Housing Consortium Victoria (NAHCV) recognises all people as having equal significance and importance in participating in our community and therefore acknowledges that the way towards thriving communities is through genuine inclusion. We embrace our community diversity in all its forms and consider participation and inclusion as the foundation for all organisational undertakings.

NAHCV understands that the provision of safe, secure, affordable & well-located housing can transform lives and life opportunities, but that addressing social and economic participation and inclusion requires a wider view of the social impact which we can achieve through our policies and activities.

NAHCV is committed to diversity, equal opportunity and inclusion through the development of an effective diversity, equity and inclusion policy, strategy and action plan. We believe that a talented and diverse workforce is a key competitive advantage and will benefit our workforce and the people and communities we serve. We recognise that each person brings their own unique capabilities, experiences and characteristics. We value such diversity at all levels of the organisation and community and aim to provide equity and inclusion in all that we do. We also recognise the importance of reflecting the diversity of the people and communities that we serve in our workforce and procurement of goods and services, ensuring fair and equitable access to benefits and services for all.

Purpose

This policy aims to achieve social impact by promoting and supporting an environment which values and affirms diversity, equity and inclusion in accordance with universal principles of equity, fairness and social justice. This will be visible in the workplace, our procurement approach, and the services we provide to our customers and communities whilst ensuring that NAHCV complies with its legal responsibilities in accordance with relevant legislation.

Scope

The responsibility for demonstrating Diversity, Equity and Inclusion at NAHCV lies with all employees. Everyone is responsible for contributing to service delivery and a working environment that promotes diversity, equity, and inclusion principles.

NAHCV Managing Director and Executive Leadership Team are responsible for the following:

- Ensuring that diversity, equity and inclusion principles are implemented in the workplace
- Providing access to benefits and services for our customers and communities in accordance with universal principles of equity, fairness and social justice
- Development of a social procurement framework that seeks to support disadvantaged members of our community
- Champion and drive diversity and equal opportunity, and continue to personally role model respectful behaviour and respond appropriately to unacceptable behaviours
- Overseeing the content and direction of the organisation's Diversity, Equity and Inclusion Strategy and Plan
- Actively engaging and building strong, diverse and equal community partnerships
- Staying abreast with legislative changes and requirements

All employees are responsible for the following:

- Demonstrating behaviours outlined in the Diversity, Equity and Inclusion Policy and contribute to the development of a culture of diversity, inclusion and equity
- Embracing our community diversity in all its forms and actively promote participation and inclusion as the foundation in the services we provide to our customers and community



- Seeking to support members of the community experiencing social and economic disadvantage through procurement of goods and services.
- Engaging in diverse community partnerships and collaboration networks
- Participating in all diversity, equity and inclusion training and engaging in relevant workplace and community activities
- Raising any issues relating to discriminatory barriers or behaviours in the workplace or the services we provide.

Policy Focus

NAHCV Diversity, Equity and Inclusion commitment embraces but is not limited to the diversity of:

- Age
- Language
- Gender
- Ability and capacity (physical, psychological or intellectual ability)
- Family responsibilities
- Family, marital, parental or carer status
- Cultural background
- Race, colour, descent or nation of origin or ethnicity
- Socio-economic background
- Physical features
- Sexual orientation, transgender or transsexual status
- Religious belief or activity
- Minority groups

Principles

NAHCV is committed to the promotion of equity and recognition of diversity in employment, procurement and the services it provides. It aims to provide a work and service delivery environment that fosters inclusion, fairness, equity, and respect for social and cultural diversity, and that is free from unlawful discrimination and behaviour.

In support of this commitment, NAHCV will endeavour to:

- Foster NAHCV culture which values and responds to the rich diversity of its community
- Provide an inclusive and flexible environment for Employees by identifying and removing any remaining systemic barriers to equitable access, participation and progression in employment so that all Employees have the opportunity to fully contribute to the NAHCV community
- Providing access to benefits and services for our customers and communities in accordance with universal principles of equity, fairness and social justice
- Allows for beneficial treatment for some people, especially disadvantaged groups, so they can enjoy their human rights equally with others.
- Develop a social procurement framework that seeks to support social and economic disadvantaged members of our community
- Ensure that Employees are aware of their rights and responsibilities
- Demonstrate non-discriminatory, inclusive language and practices
- Develop proactive action plans to increase access and promote success in employment for designated under-represented groups in order to overcome disadvantage
- Foster an environment of fairness and equity for all employees of all abilities and capacity by identifying the specific needs and requirements, ensuring fair and equitable access to benefits and services for all employees
- Educate the NAHCV community on the goals and philosophy of equal opportunity, equity and social justice
- Develop and promote processes that support the systematic implementation, monitoring, reporting and management of equal opportunity and eliminate unlawful direct and indirect Discrimination and Harassment, and workplace Bullying



- Provide effective mechanisms to resolve complaints of unlawful Discrimination, Bullying, Harassment, Vilification and Victimisation
- Create a culture of support for Employees affected by Domestic and Family Violence

All Employees are responsible for understanding and applying the principles of diversity and inclusion which encompasses equal opportunity, equity, and social justice.

A Diversity, Equity and Inclusion Strategy and Plan will be developed with the principles of this overarching Policy to provide and review policies, procedures, resources, training and activities to promote diversity, equity and inclusion in all that we do. We will continue to evaluate our progress against objectives and targets and develop measures for inclusion in the corporate scorecard reporting.

NAHCV will ensure that all Employees are trained in the Diversity, Equity and Inclusion Policy.

Relevant Legislation

Age Discrimination Act 2004
Anti-Discrimination Act 1991
Australian Human Rights Commission Act 1986
Charter of Human Rights and Responsibilities Act 2006 (Vic)
Disability Discrimination Act 1992
Equal Opportunity Act 2010 (Vic)
Equal Employment Opportunity (Commonwealth Authorities) Act 1987
Fair Work Act 2009
Family Violence Protection Act 2008 (Vic)
Human Rights Act 2019
Occupational Health and Safety Act 2004 (Vic)
Racial Discrimination Act 1975
Racial Hatred Act 1995
Workplace Gender Equality Act 2012

Related Policies and Procedures

Anti-Discrimination, Bullying and Harassment Policy
Code of Conduct Policy
Diversity, Equity and Inclusion Strategy and Plan
Domestic and Family Violence Policy and Procedure
Employee Complaints and Grievances Policy
Employee Conflict of Interest Procedure
Employee Health and Wellbeing Policy and Procedure
Equal Employment Opportunity Policy
Flexible Arrangements Policy and Procedure
Health and Wellbeing Policy and Procedure
Onboarding, Orientation, Induction and Probation Procedure
Prevention of Discrimination, Bullying and Harassment Policy and Procedure
Recruitment and Selection Policy and Procedure

Definitions

Diversity

Diversity refers to the mix of people in an organisation – that is, all the differences between people in how they identify in relation to their:



- Social Identity: e.g., Aboriginal and/or Torres Strait Islander background, age, caring responsibilities, cultural background, disability status, gender, religious affiliation, sexual orientation, gender identity, intersex status, and socio-economic background.
- Professional Identity: e.g., profession, education, work experiences, organisational level, functional area, division/ department, and location.

(Source: Diversity Council Australia)

Inclusion

Inclusion refers to getting the mix of people in an organisation to work together to improve performance and wellbeing. Inclusion in a workplace is achieved when a diversity of people (e.g., ages, cultural backgrounds, genders, perspectives) feel that they are:

- Respected for who they are and able to be themselves;
- Connected to their colleagues and feel they belong;
- Contributing their perspectives and talents to the workplace; and
- Progressing in their career at work (i.e. have equal access to opportunities and resources).

(Source: Diversity Council Australia)

Equity

Equity refers to everyone receiving fair treatment and in a manner according to their individual needs. There is a transparency to cause and effect, and everyone knows what to expect in terms of consequences and rewards. Equity refers to people having equal access to opportunities.

(Source: work.chron.com & ACT Public Service Respect, Equity and Diversity Framework)

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