

Diversity and Inclusion Policy

Commitment

Healthy Environs values and includes people of all ages, cultures, genders, sexualities, abilities and experiences. We are committed to cultivating inclusive environments for staff, clients and the communities in which we work.

We acknowledge Aboriginal and Torres Strait Islander peoples and communities as the traditional custodians of the land we work on and we pay our respects to Elders past, present and emerging. We recognise that Aboriginal and Torres Strait Islander concepts of mental health and wellbeing are directly connected to land, family, spirituality and culture. We also recognise the inequality and generational trauma that impacts the health and wellbeing of Aboriginal and Torres Strait Islander people and we are committed to working alongside these communities in culturally appropriate and respectful ways.

We believe we have a responsibility to develop strategies and implement projects that recognise the 'whole community' and the inequity that can impact the access and participation of marginalised and 'at risk' populations. We are committed to ensuring the needs of all people in our community are recognised and considered.

Our management of the Community Hub in Roxby Downs seeks to attract and retain a working group with diverse backgrounds, knowledge and experiences. The Hub welcomes all members of the local community.

Approach

We engage staff and collaborators based on their skills and strengths irrespective of difference. We pride ourselves on the diversity of culture, gender and background that our project teams represent. We provide a flexible work and technological environment to support the needs of a diverse staff team.

We recognise the importance of allowing the voice of Aboriginal and Torres Strait Islander people to lead in the projects that relate to their communities. Where possible we work in close collaboration with Aboriginal and Torres Strait Islander people and abide by the laws of their land when working on-country.

Our approach to our work is flexible and authentic, we recognise the need to apply different strategies that are considerate to a diversity of backgrounds, to ensure we identify and highlight the needs of marginalised community members.

We promote a diverse and healthy workplace environment which is reflected in our Employee Code of Conduct and Leave Policy.

We stay abreast of the broader National and State policy contexts as they relate to diversity and inclusion.

We are always willing to reflect upon, learn from and advocate for the needs of diverse communities.

Authorised by:



Sally Modystach - Director
Healthy Environs Pty Ltd