

Diversity and inclusion

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Introduction

Gold Coast Recreation & Support Inc is committed to supporting and promoting an inclusive environment that recognises, respects and values the individual differences of all people engaged with our services including participants and workers. These individual differences can include:

- gender
- age
- language
- ethnicity
- cultural background
- disability
- sexual orientation
- religious beliefs
- family responsibilities.

In our workforce, diversity is an important resource as it helps us:

- attract, retain and motivate employees from a wide pool of talent
- foster a culture that reflects our values and is open to all
- improve innovation, creativity and inspire worker engagement and satisfaction
- improve the connection between our people and the people we support.

When supporting participants, being culturally responsive is an important part of providing person-centred supports. Person centredness means the supports are “person focused” rather than “service focused” and culturally responsive means we are able to interpret, define and respond to the individual cultural needs of each participant.

CALD means “culturally and linguistically diverse”. People from CALD backgrounds may speak a language other than English, they may practice cultural activities and have specific spiritual needs.

Applicability

When

- applies to all areas of the business at all times.

Who

- applies to all representatives including key management personnel, directors, full time workers, part time workers, casual workers, contractors and volunteers.

Definitions

Term	Description
CALD	Culturally and linguistically diverse—people from CALD backgrounds speak a language other than English, they may practice cultural activities and have specific spiritual needs.

Promoting diversity and inclusion

Diversity and inclusion is promoted by:

- filling employment openings based on merit
- fostering an inclusive environment respectful of all cultural backgrounds and beliefs
- fostering a workplace culture that is inclusive and embraces individual differences
- fostering a physical and cultural environment that encourages participation
- consulting participants, and/or carers, family members, community groups, organisations, are consulted on the needs of individual participants
- supporting and encouraging each participant to be part of the community
- ensuring participants have access to the same facilities and services as the rest of the community
- ensuring participants have access to generic and specialised facilities and services for age-appropriate recreational and leisure activities including:
 - community centres
 - fitness centres
 - local clubs
 - sporting teams, and
 - travel services.
- supporting participants with opportunities to socialise and build enduring relationships within their local communities
- providing supports and services in a way that is culturally responsive.