

## **What is Diversity?**

Diversity is the things that make a person who they are. It includes

- Your cultural background
- The languages that you speak
- Your religion and spiritual beliefs
- Sexual orientation – LGBTQIA+
- Gender diversity - man, woman, transgender, genderqueer or non-binary.
- Your age and life experiences
- Your abilities, interests and choices

At Fairhaven, we value and celebrate this diversity.

## **How do we support you?**

We recognise the importance of reflecting the diversity of our participants in our service provisions.

- During an initial assessment, we will work with you to develop an individual support plan that reflects your own unique capabilities, experiences and characteristics
- We will work with you to identify staff that support, respect and value your lifestyle choices.
- We will explore with you what is important to you and how we best support you to do the things you like, for example, rostering staff on to assist you to attend special days or events that are important to you.

## **Aboriginal and Torres Strait Islander Cultural Considerations**

Fairhaven acknowledges that we operate and function on the lands of the Darkinjung people.

The Central Coast LGA which also operates on Darkinjung lands is one of the largest and fastest growing Aboriginal communities in Australia. This population grew by 38% in the last Census (2021) reporting period, with significant growth expected into the future.

## **Acknowledgement of Country**

Fairhaven is an organisation that welcomes, respects and supports Aboriginal people.

- We have built respectful practices within our communication structure, including at meetings and public events, in the form of an Acknowledgment of Country.

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- We do this to acknowledge the rich history and culture of our country's Aboriginal peoples.
- We do this to send a clear signal that this is a safe place and that racial intolerance has no place in our organisation.

Our acknowledgement:

We wish to acknowledge the Traditional Custodians of the land on which we meet (or gather). We pay our respects to Elders, past, present and future, and recognise their continuing connection and contribution to this land and these waters. We extend that respect to any Aboriginal People who are here today. We further acknowledge that this land was, is and always will be Aboriginal land.

## Our Commitment

Fairhaven recognises that there are distinct demographic groups that have long been disadvantaged.

We recognise that racism, ageism, sexism and other forms of discrimination are problems both for our organisation and society as a whole.

Fairhaven is committed to tackling cultural stereotypes both within and outside our organisation.

We have clear reporting procedures in our complaints and incident policies that will be followed whenever discrimination of any kind is directed towards our participants or employees.

## Contact us about discrimination

We take any reports about discrimination very seriously. If you have seen any type of discrimination towards participants or employees of Fairhaven Services, please contact;

The People & Culture Manager

- In writing : **209 Brisbane Water Drive Point Clare NSW 2259**
- Phone: **(02) 4349 5500**
- Email: [AskHR@fairhaven.org.au](mailto:AskHR@fairhaven.org.au)
- Website: <https://fairhaven.org.au> visit the website and fill out the "Tell Us what You think" Form.

This Fact Sheet is a summary of Fairhaven's Diversity and Cultural Awareness Policy. It also references our complaints and incident policies.

If you would like a full copy these documents, contact the People & Culture Manager

Phone: (02) **4349 5500** Email: **AskHR@fairhaven.org.au**

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