DIVERSITY AND INCLUSION FACT SHEET

REF No. SP-DOC-009

What is Diversity?

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

- your cultural background
- the languages that you speak
- your religious 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?

Fairhaven understands and values the unique identities, cultures, abilities, diversity, beliefs and life experiences of its participants and staff. We are committed to:

- appreciating and valuing each participant's cultural diversity and delivering culturally safe services
- working with you to develop an individual support plan that reflects your diversity and considers your unique capabilities, experiences and characteristics
- working with you to identify staff that support, respect and value your lifestyle choices
- understanding what is important to you and how we can 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
- preventing any form of discrimination.

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 36% in the intercensal period (2016-2021), with expected growth 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.

- 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 faced by both 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 experienced by 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 our People and Culture Manager:

- In writing : **209 Brisbane Water Drive Point Clare NSW 2259**
- Phone: **(02) 4349 5500**
- Email: **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 Inclusion Policy and Procedures. It also references our complaints and incident policies. If you would like a copy of these policies, please contact the People and Culture Manager:
Phone: (02) **4349 5500** Email: **AskHR@fairhaven.org.au**