

Diversity and Inclusion Plan

2021 - 25



Why this plan?

Banyule Community Health Strategic Plan (2020 - 2025) prioritises diversity to help build inclusive and resilient communities.

We are a proudly diverse organisation in a diverse community, but inclusion does not happen by accident.

Banyule Community Health will

- reflect the diverse communities that we serve
- ensure community members experience high levels of access and inclusion across all Banyule Community Health services
- be a strong voice for diversity and inclusion across the communities we serve

Key concepts

Diversity refers to the many differences that make people unique.

Inclusion means embracing diversity and fostering a culture that values people's uniqueness. It is about valuing and respecting all individuals and celebrating differences. It means creating an environment in which everyone feels safe to be themselves, and inspired to contribute. Inclusion occurs when everyone is respected, supported, feels safe and has access to opportunity.

How we made this plan

This plan has been developed following a consultation process with staff, board members and some external stakeholders during 2021.

Goals and actions responded to the consultation feedback and the vision for Banyule Community Health as a diverse and inclusive organisation that helps build inclusive and resilient communities.

- We will start working on bringing the Plan to life
- We will monitor and report back on progress and achievements



Banyule Community Health acknowledge the Wurundjeri Woi-Wurrung People of the Kulin Nation as the Traditional Owners of the land.

Goal 1: Banyule Community Health will reflect the diverse communities that we serve



What our consultation told us:

The more we diversify our organisation the more we can better connect with the communities we represent.

I am proud to work for Banyule Community Health.

I was a bit disappointed with myself that I did not speak up.

I am really optimistic about opportunities going forward to connect and share with each other.

Staff genuinely need to be aware of the privilege that they inherently have. Being open to explore this might make new staff of diverse backgrounds feel safe, welcomed and valued.

What we will do:

1. Review board recruitment processes to emphasise the value of diversity and ensure a diverse recruitment pool
2. Celebrate the diversity of our workforce
3. Continue work on workplace gender equality
4. Review position descriptions to ensure they place sufficient weight on the skills and experience required to work inclusively with diverse communities
5. Review policies with a diversity and inclusion lens
6. Develop and deliver training on diversity and inclusion with a focus on developing bystander skills and confidence among all staff to call out behaviours which are inconsistent with Banyule Community Health values
7. Create work experience and traineeship opportunities targeted to under-represented groups in our community

Goal 2: Community members will experience high levels of access and inclusion across all Banyule Community Health services



What our consultation told us:

We are established, trusted and respected so people who know the service come through the door, but what about others?

We need to improve our response to people from gender-diverse groups, so that they are recorded accurately on our systems and are consistently referred to by their preferred pronoun.

For those with a disability - I would like to see improved building structures with automatic doors in the hallways instead of pushing doors.

Work needs to be going on to ensure we are culturally safe across the organisation not just in pockets.

Overall our staff are wonderful, accommodating and well trusted by the Aboriginal community, but it only takes one thoughtless comment to damage that trust.

What we will do:

1. Finalise and implement our Reconciliation Action Plan (Innovate) 2022- 2023
2. Obtain Rainbow Tick Accreditation
3. Audit our physical environment to identify ways to improve access and inclusion; and promote diversity and inclusion
4. Audit our forms and processes to ensure that all community members feel valued and included
5. Audit program areas to identify where the service usage profile does not match our diverse community

Goal 3: Banyule Community Health will be a strong voice for diversity and inclusion across the communities we serve



What our consultation told us:

There are lots of opportunities to do more work delivering services to people with disabilities.

It was really noticeable that there was nothing publicly said about Black Lives Matter.

Use our brand, reputation and connection with community to educate, promote and encourage diversity.

More recognition of important dates and holidays from culturally diverse communities, and sensitivity regarding January 26th.

As a person who came to Australia from another country, my experience was that "difference" in general was not something to be proud of.

What we will do:

1. Consider strategic alliances and partnerships to more actively cater for community members with disabilities
2. Respond to relevant inquiries and make submissions on matters relating to diversity, access and inclusion to give these issues higher prominence and to champion inclusion
3. Find ways to amplify the voices of people who experience racism and discrimination
4. Speak out against all forms of racism, discrimination and exclusion that impact on the diverse communities we serve
5. Celebrate diversity in all its forms and promote initiatives that build a more inclusive community
6. Use a Community Development approach to develop projects that recognise and celebrate our diverse community