

INCLUSION AND DIVERSITY POLICY

Policy number	17	Version	2
Drafted by	Anne Kelly and Rebecca Bromhead	Approved by Board on	30 / 07 /2020
Responsible person	AMS Board	Scheduled review date	30/06/2023

INTRODUCTION

Australian Marist Solidarity (AMS) is the international development arm of the Marist Brothers Province of Australia and the Marist Association of St Marcellin Champagnat. It has a particular focus on empowering young people to transform their lives and community through education. Promoting the dignity of the human person, as safeguarded by internationally recognised human rights conventions, is a core value of AMS.

PURPOSE

In accordance with the *Universal Declaration on Human Rights*¹ and Australian anti-discrimination legislation², AMS is committed to upholding the human rights of all members of its network. The purpose of this policy is to demonstrate that AMS does not discriminate on the basis of gender, gender identity, sexuality, sexual orientation, race, religion, ethnicity, indigeneity, caste, culture, disability, age, displacement, poverty or socio-economic status. AMS is committed to respecting, protecting and promoting the human rights of each of these groups.

SCOPE

This policy applies to AMS board directors, committee members, employees, volunteers, partners and other stakeholders who operate under the auspices of AMS.

POLICY

AMS believes that diversity is a strength in any team, activity or community. AMS is committed to the inclusion of a range of voices in its work and decision-making processes. AMS acknowledges the intersectionality of drivers of marginalisation and exclusion and will take these complex factors into consideration in its activities. AMS would like to note in particular the importance of the following themes.

Gender Equality

To demonstrate its commitment to gender equality and in keeping with the *United Nations Sustainable Development Goal 5*³ and the *Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)*⁴, AMS will:

¹ https://www.ohchr.org/EN/UDHR/Documents/UDHR_Translations/eng.pdf

² <https://www.ag.gov.au/RightsAndProtections/HumanRights/Pages/default.aspx>

³ <https://www.un.org/sustainabledevelopment/sustainable-development-goals/>

⁴ <https://www.ohchr.org/Documents/ProfessionalInterest/cedaw.pdf>

- Promote gender balance and cultural diversity at all levels of the organisation;
- Confront and challenge gender discrimination, stereotyping and unequal power relations between men and women, boys and girls;
- Identify and address gender inequalities at all stages of the project cycle, including community consultations, project design, implementation, monitoring and evaluation;
- Actively encourage all persons to promote gender equality and female empowerment;
- Promote projects that aim to reduce prejudice and violence against women and girls;
- Ensure that all employees receive equal and fair rights and treatment; and
- Seek a gender balance and the presence of individuals with expertise in gender when recruiting new persons for committee and board positions.

People with a Disability

To demonstrate its commitment to the inclusion of people with disabilities and in accordance with the *UN Convention on the Rights of Persons with Disabilities*⁵ and the *DFAT Disability Action Strategy 2017-2020*, AMS will:

- Ensure that people with disabilities are not discriminated against in accessing employment within the organisation and its projects;
- Ensure that its facilities and projects are accessible to people with disabilities;
- Support projects that seek to develop the capacity of people with physical and mental disabilities;
- Engage people with disabilities in the development, implementation and evaluation of projects designed to improve their quality of life.

Vulnerable People

To demonstrate its commitment to vulnerable and marginalised members of society, and in alignment with the first *United Nations Sustainable Goal*⁶, AMS will:

- Contribute to the elimination of poverty through investment in education;
- Consider the needs of those living in poverty, with limited capacity to improve their situation, when assessing project applications;
- Promote and protect the human rights of people who have been marginalised by their societies, such as ethnic minorities, children, the elderly and those with disabilities;
- In alignment with its mission and vision offer particular care of children and young people including ensuring that they, as primary stakeholders, have a say in the development activities that affect them.

⁵ <https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities.html>

⁶ <https://www.un.org/sustainabledevelopment/poverty/>

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Implementation

The implementation of this policy will be guided by the *AMS Procedures Manual*.

MONITORING & REVIEW OF POLICY

AMS will undertake a review of this policy in accordance with the AMS Policy Review Process, or sooner if required. This review will be undertaken first by the Chief Executive Officer and AMS staff and then reviewed by the AMS Finance and Risk Committee and Board of Directors.

RELATED DOCUMENTS

- United Nations Conventions and Documents as referred
- AMS Complaints Policy
- AMS Child Protection Policy
- AMS Strategic Plan 2019 - 2021

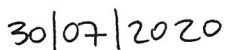
AUTHORISATION

A handwritten signature in black ink, appearing to read "M. Sinclair", written over a horizontal line.

Signature of Board Secretary

A handwritten name in black ink, "M. SINCLAIR", written in all caps over a horizontal line.

Name of Board Secretary

A handwritten date in black ink, "30/07/2020", written over a horizontal line.

Date of approval by the Board