

**Policy Name:** Inclusion and Diversity Policy  
**Approver:** Nominations and Remuneration Committee  
**Owner:** Chief People & Culture Officer  
**Lead:** Head of Inclusion & Diversity

Version	Date of Approval	Summary of changes made	Next review due
1.0	21 August 2010	Board Policy Statement on Diversity	
2.0	14 March 2017	Diversity and Inclusion Policy	
3.0	27 March 2024	New policy which reflects current Diversity, Equity & Inclusion focus, and includes Workplace Gender Equality Agency (WGEA) content required by 1 April 2024 approved by the Board	
3.1		Minor Revision made to policy structure (but not content) on 3 April 2024 to improve accessibility of policy	2026

## 1 Purpose

- (a) Australian Red Cross actively seeks to be an organisation which at all levels and teams, is enabled by Diversity of thought, identity and lived experience, and which reflects the Australian population.
- (b) Embracing inclusive practices & behaviours, and Diversity will help Australian Red Cross to:
  - (i) Better understand the communities it works with and supports;
  - (ii) Design and deliver programs & activities which are accessible and inclusive;
  - (iii) Attract a talented and diverse workforce of volunteers, members, and employees across all levels of the organisation as a strategic advantage in supporting people and communities; and
  - (iv) Create a welcoming, safe, and respectful culture, where Belonging is a core Australian Red Cross experience that enables all Australian Red Cross People to thrive and be culturally confident.
- (c) This policy:
  - (i) Sets out the commitment of Australian Red Cross to be an inclusive & accessible organisation for employees, volunteers, members and the people and communities it supports.
  - (ii) Details Diversity, Equity and Inclusion principles and expectations, supporting the realisation of the Inclusion and Diversity vision of Belonging as a core Australian Red Cross experience.
  - (iii) Is underpinned by the aspirations within and operational requirements of the Fundamental Principles, the values and behaviours of Australian Red Cross, and its approach to First Nations Centrality.
  - (iv) Supports the new gender equality indicators in the *Workplace Gender Equality Act 2012* (Cth).

## 2 Scope and Audience

- (a) This policy applies to all Australian Red Cross People in connection with their roles with Australian Red Cross.
- (b) Australian Red Cross expect contractors, consultants, suppliers, and others who perform work or services for Australian Red Cross to comply with this policy in connection with that work.

**Note:** For the purposes of this policy the term 'Australian Red Cross People' includes all contractors, consultants, suppliers, and others who perform work or services for Australian Red Cross.

- (c) This policy is intended to act in alignment with Lifeblood's existing policies but does not replace them.

**Note:** For further information about Lifeblood's policies, please contact them on details at [lifeblood.com.au](http://lifeblood.com.au)

**3 Policy**
**3.1 The guiding principles of this policy**

At Australian Red Cross we...	This means that we (for example)...
<p>(a) Act in accordance with Diversity, Equity and Inclusion principles</p>	<ul style="list-style-type: none"> <li>✓ Seek to understand the Diversity of Australian Red Cross People to understand representation of diverse identities and lived experience across the organisation, including leadership roles.</li> </ul> <p><b>Note:</b> <i>While this approach doesn't help understand Intersectionality, it does provide visibility of inequity, enabling strategies to address it.</i></p> <ul style="list-style-type: none"> <li>✓ Engage with Equity, dignity, fairness, Inclusion and respect with all Australian Red Cross People and stakeholders (including donors, funders, partners, and the people &amp; communities we support), irrespective of social &amp; economic position, cultural origin, identity &amp; race, religion &amp; beliefs, family &amp; marital status, political beliefs, language, immigration &amp; visa status, age, Gender identity and expression, abilities, sexual orientation, and variations of Neurotype.</li> <li>✓ Identify and remove biases and barriers in systems, structures, and culture to enable all Australian Red Cross People to have opportunities to contribute and thrive.</li> <li>✓ Meaningfully consult and engage (co-design where possible) on the experiences of Belonging, and access to opportunities, of Australian Red Cross People to understand their needs and challenges, especially those who experience marginalisation.</li> <li>✓ Commit to the provision of accessible information and related services.</li> <li>✓ The Australian Red Cross supplier selection policy requires procurement of goods and services through suppliers whose activities treat all stakeholders with equality, genuinely acknowledging and respecting their abilities, values, beliefs, efforts and ideas.</li> </ul>
<p>(b) Facilitate an inclusive culture</p>	<ul style="list-style-type: none"> <li>✓ Create a culture that promotes Gender Equity and takes action to identify and adequately address all forms of bias, prejudice, offensive behaviour, bullying, harassment (including sexual), victimisation, exclusion, and discrimination (including racism).</li> <li>✓ Create a constructive culture by adopting the mindsets of an inclusive leader* which are growth-focused, flexible, and agile, open and curious, relational and identity-aware.</li> </ul>
<p>(c) Commit to inclusive programs and organisational activities</p>	<ul style="list-style-type: none"> <li>✓ Implement programs and organisational activities to promote social cohesion and participation, increase understanding, awareness, and respect for difference, prevent and address exclusion and barriers to accessing support, and build trust and co-operation among diverse communities.</li> </ul>
<p>(d) Facilitate inclusive leadership and recruitment practices</p>	<ul style="list-style-type: none"> <li>✓ Seek Gender balance and greater representation of diverse identities and lived experiences at all levels of Australian Red Cross to reflect the communities we support, including the Board and senior leadership roles.</li> <li>✓ Commit to facilitating a leadership experience which is inclusive and facilitates Belonging for those who may experience marginalisation.</li> <li>✓ Commit to recruitment, selection, development, pay and progression processes being transparent, fair and accessible to all Australian Red Cross People with no unintended biases, Gender and identity-based stereotypes or other barriers to progression.</li> <li>✓ Commit to ensuring transparency in decisions including in relation to Equality in pay, benefits, and job evaluations in support of reducing the Gender pay gap.</li> </ul>

At Australian Red Cross we...	This means that we (for example)...
	<ul style="list-style-type: none"> <li>✓ Recruitment practices leverage the principles of Diversity, Equity and Inclusion to deliver talented and diverse people &amp; teams, striving to comprise of diversity of thinking, identities and lived experiences.</li> <li>✓ Ensure roles at all levels are accessible and available on a flexible basis, where possible, and proactively promote Workplace Adjustments to accommodate the needs of Australian Red Cross People.</li> </ul> <p style="background-color: #f5f5f5; padding: 5px;"><b>Note:</b> This includes leave options and equal access to other supports for family and caring responsibilities, regardless of Gender.</p> <ul style="list-style-type: none"> <li>✓ Commit to volunteer roles being accessible and available to a Diversity of abilities, identities, and experiences.</li> </ul>

*\*Diversity Council Australia's Inclusive Leadership Model.*

### 3.2 Expectations under this Policy

All Australian Red Cross People will:

- (a) Role model, create and maintain an inclusive workplace, and inclusive programs and organisational activities.
- (b) Demonstrate inclusive leadership by celebrating each person's unique richness.

**Note:** Ways to be inclusive include active listening, sharing your pronouns, taking time to pronounce someone's name correctly, showing genuine interest in getting to know someone, being curious to learn more about cultural celebrations, being aware of quieter voices and inviting their contribution, scheduling meetings at times accessible for all.

- (c) Embrace Diversity and have a deep curiosity of differences.
- (d) Embrace the Reconciliation Action Plan, including upholding a commitment to First Nations Centrality and creating a culturally safe organisation for First Nation peoples.
- (e) Hold themselves and others accountable for creating Belonging for Australian Red Cross People and calling out and acting on behaviours which are not inclusive.
- (f) Embrace the Inclusion and Diversity Strategy.

### 3.3 Breaches of Policy

- (a) Any breaches of this policy may lead to disciplinary action. Depending on the severity of the breach, such disciplinary action against any Australian Red Cross People may include reprimand, formal warning, demotion, stand down, suspension, or termination.
- (b) Breaches of applicable laws or regulations may also result in prosecution by the appropriate authorities.

**Note:** You can report concerns and deviations of this policy at [redcross.org.au/speakup/](https://redcross.org.au/speakup/) or (for internal users only) [The Lounge > Departments > Risk and Compliance > Speak Up Report It.](#)

## 4 Other

### 4.1 Definitions

Term	Definition
Australian Red Cross	Australian Red Cross Society.
Australian Red Cross People	<ol style="list-style-type: none"> <li>(a) All employees, volunteers, and members of Australian Red Cross; and</li> <li>(b) For the purpose of this policy, all contractors, consultants, suppliers, and others who perform work or services for Australian Red Cross.</li> </ol>
Belonging	Belonging is a feeling of connection to place, home, and country. It means that each person is celebrated for who they are and the unique qualities they possess. It is the presence and collaboration of Diversity, Inclusion and Equity which facilitate Belonging.
Board	The Board of Australian Red Cross as established in accordance with Rule 10.

Term	Definition
Diversity	The mix of people and all the ways in which a person is unique.
Equality	<p>Equality is recognising that, as human beings, we all have the same value. This means, we all have the same rights, we should all receive the same level of respect, and have the same access to opportunities.</p> <p><i>(Source: Australian Human Rights Commission)</i></p>
Equity	The understanding that we don't all start from the same place. Equity means ensuring a person has what they need to thrive. Equity is taking action to make systems, structures and cultures enabling and barrier-free.
First Nations Centrality	<p>An approach which places the cultural knowledge, leadership, values and perspectives of First Nation peoples at the centre of what we do, and in doing so, makes our programs, activities and work environments culturally safe for First Nation peoples.</p> <p>Essentially, it is generating change that is impactful, meaningful and improves practical outcomes for First Nation peoples and communities. It achieves this by amplifying the humanitarian needs identified by First Nations peoples, and in doing so, harnesses Inclusivity and Belonging.</p>
First Nation peoples	In the Australian context, recognises Aboriginal and Torres Strait Islander peoples as the first peoples of this continent. We acknowledge all Aboriginal and/or Torres Strait Islander Peoples through association and connection to distinct tribal and language groups, and recognition of the unique identity of Torres Strait Islanders. Indigenous Australians is also a term often used to reference Aboriginal and Torres Strait Islanders.
Fundamental Principles	The seven Fundamental Principles (Humanity, Impartiality, Neutrality, Independence, Voluntary Service, Unity, and Universality) sum up the global Movement's ethics and are at the core of its approach to always helping people in all its activities.
Gender	<p>Refers to the socially constructed roles, behaviours, expressions and identities of girls, women, boys, men, and gender-diverse people. It influences how people perceive themselves and each other, how they act and interact, and the distribution of power and resources in society. Gender identity is not confined to a binary (girl/woman, boy/man) nor is it static; it exists along a continuum and can change over time. There is considerable diversity in how individuals and groups understand, experience and express gender through the roles they take on, the expectations placed on them, relations with others and the complex ways that gender is institutionalised in society.</p> <p><i>(Source: Canadian Institute of Health Research, What is gender? What is sex?)</i></p>
Inclusion	Inclusion is how well the mix works together. Inclusion celebrates each person's lived experience for the richness it brings, enabling everyone to feel respected and valued.
Intersectionality	Refers to the ways in which different aspects of a person's identity can expose them to overlapping forms of discrimination.
Lifeblood	Australian Red Cross Lifeblood, the trading name of Australian Red Cross Blood Service established under Rule 19.1
Marginalised groups	Includes groups who have historically been disempowered and oppressed by the dominant group, including (but not limited to) First Nation peoples, women, people with disabilities, people of colour, and so on.

Term	Definition
Neurotype	<p>Describes people who identify as neurodivergent, autistic, or neurotypical. As the term 'neurodivergence' may inadvertently reinforce neurotypical as a normative narrative, the intention of the phrase 'variations of neurotype' brings two ideas together; 'neurovariance' a term being adopted by some, and 'type', a well understood word.</p> <p><b>Note:</b> Australian Red Cross acknowledges that language constantly evolves, and one label may not capture the diversity within a community. Australian Red Cross are committed to continuing to learn from the people it hopes to represent. This definition is based on advice from Australian Red Cross' Disability Inclusion Network.</p>
Our Purpose	Bringing people and communities together in times of need and building on community strengths. We do this by mobilising the power of humanity.
Reconciliation Action Plan	A <a href="#">Reconciliation Action Plan (RAP)</a> is a public document to assist a business to embed the principles and purpose of reconciliation. With over ten years commitment, Australian Red Cross is implementing our fourth RAP.
Workplace Adjustments	Whatever adjustment is considered necessary and reasonable in a place of work to enable an employee, volunteer, or member to perform their job efficiently and to the best of their ability.

#### 4.2 Related Documents

- (a) Child Safeguarding Policy and Client Practice Framework.
- (b) Code of Conduct (Our Code).
- (c) Flexible Work Policy.
- (d) Grievance Policy.
- (e) [IFRC Protection, Gender and Inclusion Policy 2022](#).
- (f) Lived Experience Framework.
- (g) Parental leave Policy.
- (h) Prevent Sexual Exploitation, Abuse and Harassment (PSEAH) Policy.
- (i) Respect (Bullying, Discrimination & Harassment Prevention) Policy.
- (j) Staff Recruitment and Selection Policy.
- (k) Whistleblower Policy.
- (l) Workplace Adjustments Procedure.
- (m) Work Health and Safety Policy.

#### 4.3 Related legislation / standards

- (a) *Age Discrimination Act 2004* (Cth).
- (b) *Australian Human Rights Commission Act 1986* (Cth).
- (c) *Disability Discrimination Act 1992* (Cth).
- (d) *Fair Work Act 2009* (Cth).
- (e) *Racial Discrimination Act 1975* (Cth).
- (f) *Sex Discrimination Act 1984* (Cth).
- (g) *Workplace Gender Equality Act 2012* (Cth).
- (h) State and Territory anti-discrimination and equal employment opportunity legislation.