



## **NSCR DIVERSITY POLICY**

Narrabri Shire Community Radio Inc. (2MaxFM 91.3) recognises its talented and diverse volunteers as a key competitive advantage.

Our business success is a reflection of the quality and skill of our people. Narrabri Shire Community Radio Inc (2MaxFM 91.3) is committed to seeking out and retaining the finest human talent to ensure top business growth and performance.

Diversity management benefits individuals, teams, our station as a whole, and our customers. We recognise that each volunteer brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the station in all that we do.

Narrabri Shire Community Radio Inc (2MaxFM 91.3) believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the station, regardless of their differences. We are committed to engaging the best people to do the best job possible. We recognise the importance of reflecting the diversity of our customers and markets in our workforce. The diverse capabilities that reside within our talented volunteers, positions Narrabri Shire Community Radio Inc (2MaxFM 91.3) to anticipate and fulfil the needs of our diverse customers, providing high quality products/services.

Narrabri Shire Community Radio Inc (2MaxFM 91.3) is diverse along many dimensions. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive and competitive.

### **Recruitment**

As a responsible community member, Narrabri Shire Community Radio Inc (2MaxFM 91.3) recruits people from all backgrounds. We believe that our volunteers from many different cultural, linguistic and national backgrounds provide us with valuable knowledge for understanding and reflecting our customers in local markets.

## **Community programmes**

Narrabri Shire Community Radio Inc (2MaxFM 91.3) 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.

Narrabri Shire Community Radio Inc (2MaxFM 91.3) is committed to tackling cultural stereotypes both within and outside our organisation. We have clear reporting procedures for any type of discrimination or harassment combined with follow-up procedures to prevent future incidents.

## **Diversity bodies**

Our commitment to diversity is led by our diversity champions who come from all levels of the station, from top management to the station floor. The diversity champions make up a diversity committee, which is responsible for ensuring that our diversity policy is articulated in the day to day running and the strategic direction of the station.

## **Diversity practices**

All volunteers undergo diversity training. Diversity training encompasses raising awareness about issues surrounding diversity and developing diversity management skills.

Narrabri Shire Community Radio Inc (2MaxFM 91.3) provides a safe and pleasant environment for our employees.

We offer:

- Flexible working time arrangements
- volunteer education assistance
- volunteer network and support groups
- Open communications
- Mentor programmes