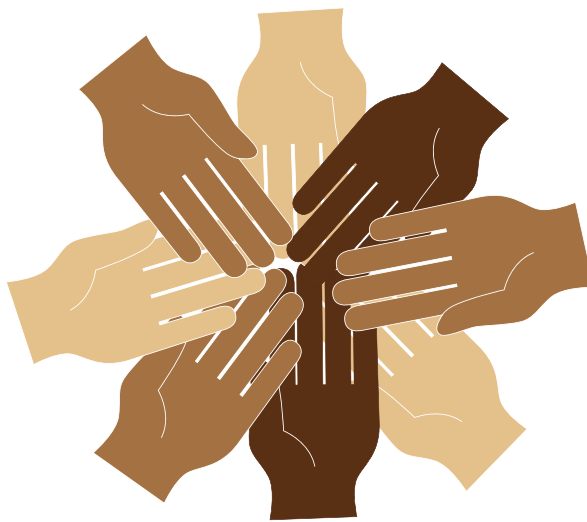


# DIVERSITY

The understanding of the unique status of individuals and the inclusion of all people regardless of their ethnicity, colour, faith, religion, socioeconomic status, sexuality and political view.



## INTERCULTURAL

Interaction, dialogue and exchange with different people

## ETHNIC

A group that shares a common culture, religion, language, behaviours, background

## MULTICULTURAL

Relates to and/or includes several cultural or ethnic groups within a society

## MULTIFAITH

Involving or characterised by a variety of religions

## INTERFAITH

Relating to or involving different religions or members of different religions

## INTERSECTIONALITY

The linking of social groupings such as race, class, and gender with consideration of the overlapping of discrimination and disadvantage caused by the reliance of social norms

## GLBTIQ

Stands for Gay, Lesbian, Bisexual, Transgender, Intersex and Queer (Australia)

## INTERGENERATIONAL

Relates to, involving, or affecting several generations

## DISABILITY

A physical or mental condition that limits a person's movements, senses, or activities

## MENTAL HEALTH

A mental state that affects a person's sense of well-being, concept of reality and aspirations for the future

## SUPPORT STRATEGIES

- Create a Cultural Diversity strategy
- Establish a Cultural Diversity advisory committee
- Seek advice from relevant Multicultural and Diversity sector organisations
- Celebrate significant annual community events; Cultural Diversity Week, International Day Against Homophobia and Transphobia (IDAHOT), National Reconciliation Week
- Nurture all voices being heard
- Learn relevant industry jargon
- Establish internal & external support networks

## LEADERSHIP PATHWAYS

- Introduce a Diversity Representative on the Board: portfolio and position
- Deliver professional development programs
- Establish a Diversity mentor partnership program
- Promote Diversity participation & opportunities
- Participate in leadership programs; scholarships, training, coaching programs

# WORKSHEET



WHAT ARE YOUR ORGANISATION'S CULTURAL DIVERSITY NEEDS?



WHAT PREPARATIONS WILL NEED TO BE TAKEN TO ACHIEVE EQUALITY AND EQUITY FOR PEOPLE OF DIVERSE CULTURES AND GENDERS?



WHAT TOOLS DO YOU HAVE TO SUPPORT & ENCOURAGE FURTHER DIVERSITY IN YOUR ORGANISATION?

