



## Great Lakes FM Diversity Policy

### 1. Definition

Diversity includes ethnicity and cultural background, gender, age, sexual orientation, physical abilities, family status, religious beliefs, perspective and experience. It also refers to diverse ways of thinking and working. Our approach to diversity encompasses the cross-section of people and differences that make up our membership and the wider community.

#### Definition of gender equality

Great Lakes FM in referring to the use of the phrase 'gender equality', supports the meaning whereby people are able to access and enjoy the same rewards, resources and opportunities regardless of whether they identify as a male or female. This is supported by the definitions used in the National Workplace Gender Equality Agency and the Federal Workplace Gender Equality Act, 2012.

### 2. Guiding principles

Great Lakes FM diversity underpins our organization's desire to:

- a. Promote harmony and diversity and contribute to an inclusive, cohesive and culturally diverse Australian community radio,
- b. Pursue the principles of democracy, access and equity, especially for people and issues not adequately represented in other media,
- c. Enhance the diversity of programming choices available to the public and present programs that expand the variety of viewpoints broadcast in Australia,
- d. Demonstrate independence in programming as well as in editorial and management decisions,
- e. Support and develop local arts and music,
- f. Increase community involvement in broadcasting.

### 3. Compliance

Great Lakes FM will meet all obligations with respect to state and federal legislative and regulatory requirements in relation to diversity and discrimination.

### 4. Variations

Great Lakes FM reserves the right to vary, replace or terminate this Policy from time to time.