

## STATEMENT OF SUPPORT FOR DIVERSITY, INCLUSION AND BELONGING FROM THE BOARD AND CEO

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<b>Approved Date</b>	28/08/2024	<b>Review Due Date</b>	29/08/2026

### Preamble

A diverse workforce is one of ADSSI's key strengths. Genuinely diverse and inclusive workplaces consistently report higher employee engagement, resilience, productivity and performance, all of which lead to better outcomes for clients, volunteers and staff.

Our vision is an ADSSI where everyone feels valued, supported, and empowered to thrive, living life to the fullest with respect and integrity. This means treating everyone courteously and valuing everyone's contribution, regardless of their position, role, gender, ethnicity or physical ability.

One part of ADSSI's CRESST (ADSSI's values) is Empathy, which states that by embracing diversity and inclusion, we recognise everyone's unique perspectives and backgrounds, fostering an environment of belonging where we all feel seen, heard, and valued.

### Our Commitment:

The Board and CEO's commitment to diversity, inclusion and belonging means fostering an environment where all individuals, regardless of their background or identity, are valued, respected, and empowered to contribute fully to our organisation.

This will have a significant positive impact on the physical, mental and emotional well-being, especially for those who continue to experience discrimination, violence, isolation or marginalisation in their personal lives. This is because:

- **When people feel safe bringing their authentic selves to work, everyone benefits.**

Inclusive workplace cultures create an environment where diverse employees know they will be safe, valued and celebrated for bringing their whole selves to work. Inclusion, in turn, leads to increased engagement and career satisfaction, as well as more open and respectful relationships with colleagues, all of which contribute to a higher-performing ADSSI. An open, inclusive workplace culture will positively impact the partners, spouses, siblings and children of all employees and volunteers.

- **To best serve the community, we must understand and embody its diversity.**

As a government-funded, not-for-profit, Public Benevolent Institution, ADSSI is responsible for serving and making the best decisions for clients, staff and volunteers. Actively recognising the diversity within our community and valuing the experiences of all employees enables a deeper understanding of varied needs, creates empathy, promotes new ways of thinking and drives innovation.

- **Inclusion of people with diverse backgrounds and identities positions ADSSI as an employer of choice.**

We demonstrate genuine inclusion of all diverse groups to attract and retain the best talent. Many people rate inclusion as more important than any other job factor, including salary and promotion. Employees increasingly perceive a potential employer's diversity, inclusion and belonging track record as critical when selecting an employer.

### Our Acknowledgment of Diversity (may be used at meetings)

We affirm the right to equity, respect and fairness for all people.