



Diversity Policy

For 3MDR, 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 we serve.

- 3MDR will meet all obligations with respect to state and federal legislative and regulatory and reporting requirements in relation to diversity and discrimination.
- 3MDR has developed, implemented and will measure key initiatives, objectives and measures to promote diversity in the organisation and support the aims of the Diversity Policy. These will be reviewed and reported on regularly.

For 3MDR, diversity underpins our desire to:

- Develop our organisational structure and membership to reflect the demographics of the community in which we operate;
- Provide for broader perspectives across the station in relation to decision-making;
- Optimise the human capital available to us; and
- Improve long-term performance

Our objectives include:

- Gender equality in the governance and in the leadership of the organisation
- Diversity of experience, thought and skill set on the Committee of Management and Staff
- Gender pay equity
- Supportive and flexible work practices
- Fostering a culture conducive to respect and substantive equality
- Providing practical guidance to organisations to assist with diversity across our community and the sector