

1. Rationale

Council recognises the richness of diversity in our community and our role in influencing greater respect, understanding and unity. This Policy outlines the principles and responsibilities that will guide the council in recognising, respecting and valuing diversity, so that our work reflects the many perspectives and experiences of the community we serve.

1.1 Principles

The following descriptions provide an overview of how council can recognise, respect and value diversity, further definitions are provided in Section 6.

- Council aims to influence the conditions and environments (e.g., attitudes, beliefs, physical environment, and processes) that enable all people to feel a sense of belonging, connectedness and safety and to participate equally as active citizens in the business of council, and in the life of the community.
- Increasing inclusion and access for people in all their diversity are two ways council can support a strengthened sense of belonging and ensure people feel equally respected, safe, and connected.
- Equity recognises that a fair and flexible approach is needed, some people experience challenges and barriers to participation that others do not, particularly where multiple aspects of a person's identity amplify the barriers they experience e.g., a person with disability who is also female (intersectionality). Different approaches may be required.
- Unlawful discrimination can affect a person's wellbeing, limit opportunity, and, or create an unfair disadvantage for that person.

recognises its responsibility under both Federal and South Australian State laws to ensure the way it conducts business values and accommodates diversity and eliminates unlawful discrimination.

Anti-discrimination laws (listed in Section 7 of this Policy) apply to council business operations, including but not limited to:

- Employment and volunteering
- Customer service
- Program and service delivery
- Access to buildings
- Access to information

2. Policy statement

Council is committed to promoting attitudes, beliefs, and actions within the business and in the community, which embrace diversity, strengthen access and inclusion within its business operations and promote a harmonious community.

3. Objectives

- 3.1. Encourage and support anyone involved in council related business to conduct themselves personally in a manner that complies with the principles of diversity, equity, access and inclusion outlined in this Policy.
- 3.2. Ensure diversity, equity, access and inclusion principles are considered in all relevant council business including and not limited to:
 - Council decision making
 - Design and provision of services, programs and training
 - Communication, provision of information and community engagement
 - Design and development of new public spaces and facilities and upgrades to those existing.
 - Development and implementation of processes and procedures
 - Employment of new staff and recruitment of volunteers
- 3.3. Ensure council:
 - Is proactive in developing, implementing, and monitoring legislated and non-legislated strategic documents that will support the intent of this Policy.
 - Develops processes and procedures that help identify and eliminate barriers to equitable access and participation.
 - Adopts effective processes and procedures to resolve complaints of unlawful discrimination.
 - Provides support and training to relevant employees/volunteers and contractors to understand and operationalise this policy.

4. Policy scope and implementation

- 4.1 This Policy applies to council's outward facing work and interactions with the public and should be read in conjunction with the Diversity Equity Inclusion and Belonging Policy that applies to City of Marion's inward facing work and interactions with staff.
- 4.2 This Policy is to be applied by anyone involved in council-related business that influences and engages the community, including Council Members, staff, volunteers, and contractors.

4.3 This Policy will be delivered through council plans and policies including but not limited to those listed as reference in Section 7.

5. Definitions

Term	Definition
Diversity	<p>Diversity is about what makes each of us unique including but not limited to:</p> <ul style="list-style-type: none"> • Gender identity, sexual orientation • age • socio-economic status • cultural background • personality • life experiences • ability • religious or political faith and beliefs <p>any other things that make us who we are.</p>
Discrimination and Unlawful Discrimination	<p>Discrimination means the recognition and understanding of the difference between one thing and another (<i>Oxford Languages</i>). In relation to people or groups of people, not all discrimination is unlawful. Sometimes it may be necessary to treat people differently to achieve equality (<i>Australian Government Attorney Generals Department</i>).</p> <p>Unlawful discrimination means treating someone unfairly because of specific personal characteristics as detailed in the Equal opportunity Act 1984. These characteristics include, but are not limited to, age, gender, disability, race, religion and marital status. It is also discrimination when an unreasonable rule or policy applies to everyone but has the effect of disadvantaging some people because of a personal characteristic they share. (<i>Australian Human Rights Commission</i>).</p>
Access	<p>Access occurs when systems, services, infrastructure and communication are designed so everyone can fully participate in public or professional life.</p>

<i>Term</i>	<i>Definition</i>
Inclusion	Inclusion occurs when people in all their diversity are treated fairly, valued, welcomed, and respected, so they can fully participate equally in public or professional life.
Equality	Equality means each individual or group of people is given the same opportunities to participate in public or professional life.
Equity	Equity is about fairness i.e., circumstances may give some people/groups of people an advantage over others. People may need to be allocated resources or supports to have the same opportunity as others.
Intersectionality	Intersectionality refers to the ways in which different aspects of a person's identity can expose them to overlapping forms of discrimination and marginalisation.

6. Roles and responsibilities

<i>Role</i>	<i>Responsibility</i>
Council Staff	Implement and comply with this Policy
Council Members	Comply with this Policy
Contractors / volunteers	Comply with this Policy

7. References

7.1. City of Marion

- Community Vision – Towards 2040
- Asset Management Plans
- Disability Access and Inclusion Plan 2020-2024
- Reconciliation Action Plan 2024-2026
- Diversity Equity, Inclusion and Belonging Policy

- Diversity Equity, Inclusion and Belonging Strategy
- Equal Opportunity, Discrimination, harassment, and Workplace Bullying Policy
- Regional Public Health Plan (in development)
- Multicultural Plan (in development)
- Procurement and Contractor Management Policy
- Social Media Policy
- Plans and policies relating to development for the City of Marion (including other Planning and provision of a built environment, streetscapes, open spaces, facilities and services for which Council has responsibility for delivery)
- Strategic and Business Plans

7.2. Legislation and Policy – Federal

- *Age Discrimination Act, 2004*
- *Disability Discrimination Act, 1992*
- *Racial Discrimination Act, 1975*
- *Sex Discrimination Act, 1984, and Amendment 2013*
- *Australian Human Rights Commission Act 1986*
- *Equal Employment Opportunity (Commonwealth Authorities) Act, 1987*
- *Workplace Gender Equality Act, 2012*
- *National Standards for Disability Services, 2013*
- *Disability Services Act, 1986*
- *National Disability Insurance Scheme Act, 2013*

7.3. Legislation and Policy – State

- *Local Government Act SA 1999*
- *South Australian Multicultural Act 2021*
- *South Australian Multicultural Charter*
- *South Australian Disability Inclusion Act, 2018*
- *Equal Opportunity Act, 1984*
- *Planning, Development, and Infrastructure Act, 2016*

7.4. Legislation and Policy - International (Ratified by Australia)

- *United Nations Convention on the Rights of Persons with Disabilities (2006)*
- *Universal Declaration of Human Rights (1948)*

8. Review and evaluation

The Manager, Office of the CEO reviews this Policy every four years (or earlier if required) in accordance with the City of Marion Policy Framework. Council approves this Policy.