



## Diversity and Inclusion Commitment Statement

Anam Cara House Geelong is committed to supporting Diversity and Inclusion for all those we engage with through our service provisions.

We acknowledge, respect and thank the First Nation people, the traditional custodians of the Lands and Waters where we work and care. We pay respect to Elders past, present and emerging.

Whilst guests and their families may have different views which influence their choices with services and care, we expect that all our staff and volunteers treat those differences with respect and dignity.

We respect and value differences in ethnicity and race, language, gender, sexual orientation, age and generation, socioeconomic status, religion, faith and other beliefs as these add to the richness of our service.

Culturally responsive care is vital to ensure that guests receive care that is person-centered and respectful. Australia has an extremely high proportion of person born overseas; the 2016 Census indicated that 49.1% of Victorians were either born overseas or had a parent that was born overseas. These 49.1% represent 247 countries of birth, 234 languages and dialects are spoken, and 135 faiths are practiced.

Anam Cara House Geelong is committed to improving Diversity and Inclusion outcomes by:

- Actively developing an inclusive culture that is respectful and welcoming of diversity in order to increase understanding and respect for differences and build trust and cooperation amongst guests, staff, volunteers and stakeholders.
- Ensuring our services are respectful and equitable, value diversity, are inclusive and collaborative, are non-discriminatory, acknowledge gender identity and sexual orientation, value the uniqueness of every person and care that is culturally safe.

Anam Cara House Geelong values diversity of thought and experience and believes that our inclusive and collaborative culture strengthens our organization and contributes to successful outcomes for guests, carers, families, friends, staff, volunteers and stakeholders.

All activities, systems and programs aim to promote inclusive practice, ensuring an inclusive environment for all guests, carers, families, friends, staff, volunteers and stakeholders that complies with anti-discrimination legislation.

As far as practicable, disclosures regarding personal diversity are determined by the guest, and confidentiality is maintained by our staff and volunteers.