

# Coast Community Broadcasters Inc.

Trading as



**todayscountry94one**

## DIVERSITY POLICY

Policy Number	26	Version	1
Drafted by	Robert Ward	Approved by the Board on	14 August 2020
Responsible person	Robyn Phillips	Scheduled review date	April 2021

### VISION

Coast Community Broadcasters Incorporated t/as todayscountry94one is committed to an inclusive workplace that embraces and promotes diversity

Since the establishment of the station a number of individuals have volunteered their time to be both Directors and presenters. As the station has evolved, this situation has raised issues as to whether one person can fulfil both roles effectively. This is particularly the case when issues arise regarding on air performance and behaviour and the potential need for either counselling or disciplinary action.

### Scope

This policy embraces all Coast Community Broadcasters Incorporated t/as todayscountry94one Volunteers.

### Policy

The association is of the view that a diversity of voices, talent and interests is in the best interests of the station. It would also be counterproductive to discourage volunteers from contributing their time and talents in more than one area of the station's operations.

### Objectives

These diversity principles underpin all aspects of the organisation and help build a healthy relationship with our community and volunteers.

The Board is establishing measurable diversity focused objectives for the organisation. The progress of measurable objectives will be subject to quarterly assessment and review and recommendations made accordingly.

Existing objectives in place aligned to the existing visions are:

1. Continue to recognise and appreciate multicultural diversity, encouraging volunteers from all culturally diverse corners of our community
2. Continue to encourage the number of women participating within all operational areas
3. Ensure LGBTQAI volunteers are comfortable to be themselves
4. Encourage people with a disability to explore the possibilities of volunteering
5. Reinforce that age is no barrier to volunteering within the community.

### AUTHORISATION

Chairperson 14 August 2020  
**todayscountry94one**

Deputy Chair 14 August 2020  
**todayscountry94one**