

## Statement of Intent

At Life Without Barriers, we celebrate diversity, and we practice inclusion. We believe in the strength of a diverse workforce where the perspectives and life experiences of our people help us deliver great services to the people we support.

### How we define diversity, intersectionality, inclusion, and accessibility

- **Diversity** refers to all the ways in which we differ. This includes culture, ethnicity, faith, age, class, disability, gender identity and expression, sexual orientation, and intersex status, among other characteristics.
- **Intersectionality** describes how different aspects of a person's identity can overlap and exacerbate experiences of discrimination and marginalisation.
- **Inclusion** occurs when a diversity of people work together to improve organisational performance and wellbeing. People feel they are respected for who they are, connected to one another, contributing their talents, and progressing in their careers.
- **Accessibility** is the practice of making information, activities, and environments useable for everyone.

### Our values

Our values guide the way we interact with our employees, people we support, carers, communities and stakeholders.

- We listen deeply and are **responsive** to the specific needs of people from marginalised groups.
- We are curious and **imaginative** in our pursuit of equal opportunity for all.
- We are **courageous** in our work to break down barriers.
- We are **respectful** and welcoming of diversity.
- We build connection and understanding through our **relationships** with each other.

### Our approach

- Policies, processes, plans, systems, and forms are inclusive and accessible and regularly communicated and reviewed.
- Leverage our partnerships, alliances, networks, and relationships with government and community groups to ensure our services and programs are responsive and respectful.
- Provide regular learning opportunities to increase the capability of our employees to support people from marginalised groups.
- Support the recruitment and career development of people from marginalised groups.
- Our communications are inclusive and accessible, and we communicate using appropriate methods and materials.
- Create a workplace culture that is safe and welcoming for people to be themselves.
- Measure our impact by participating in external benchmarking instruments (e.g. Australian Workplace Equality Index and Access and Inclusion Index).
- Information management systems allow people to share information about their identities with us.

## Related Policy Guidelines or Documents

- Diversity and Inclusion Intranet page
- Workplace Adjustments Policy Guideline
- Gender Affirmation Policy Guideline
- Inclusive Language Guide
- Reconciliation Intranet page
- Cultural Safety and Appropriateness Policy Statement