

<b>POLICY : POL 13</b>	<b>DIVERSITY POLICY</b>
<b>Reference</b>	<b>CBAA Codes of Practice : Code 2</b>

**PURPOSE**

Fraser Coast Community Radio Inc (FCFM 107.5 FM) is committed to a diverse, inclusive, and equitable environment where all committee members, volunteers and members feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, education, or any other bias.

We're committed to:

- being non-discriminatory and providing equal opportunities for volunteering
- modelling diversity, inclusion, and equity and maintaining fair and equal treatment for all.

**POLICY**

Our management committee's philosophy on our goals to provide informed leadership for diversity, inclusion, and equity include:

- We will strive to see diversity, inclusion, and equity in connection with our vision and mission for the benefit of those we serve.
- We aim to recognize and address inequities in our policies, programs, and services.
- We will update and document progress on our diversity, equity, and inclusion practices.
- We commit to being transparent about diversity in all our interactions.
- We will strive to expand greater diversity within our board and leadership positions.
- We commit to leading with respect and tolerance and we encourage all employees and volunteers to express this in their work within our organization.

FCFM 107.5 FM agrees to abide by the following action items to promote diversity, inclusion, and equity in our work:

- We will take action to improve diversity, inclusion, and equity in our board and leadership positions.
- We will develop internal resources that demonstrate our commitment to diversity, inclusion, and equity and present them to our members and community.
- We will train our personnel to be responsible for orienting, onboarding, and training our volunteers on equitable practices.