



**The Pyrenees Shire
Council Diversity and
Inclusion Statement**

“Inclusion is not bringing people into what already exists; it is making a new space, a better space for everyone.”

~George Dei

Council’s Commitment

The purpose of this document is to identify the Pyrenees Shire Council's role in supporting diversity within the workplace and what values are required to help shape a vibrant and healthy work environment. All employees and relevant stakeholders must uphold and exhibit these values which reflect Council's vision in order to be fair and equitable. Council will achieve this by:

- ❖ Strengthening Council's Capacity to work with different communities
- ❖ Supporting, promoting and celebrating diversity
- ❖ Partnership and Advocacy Building an Inclusive Culture and Environment

Diversity

Council prides itself on providing a healthy and accepting environment for all employees. A diverse environment encourages more detailed and considerate ideas that will help Council flourish in a changing society. Council would like to acknowledge any and all forms of diversity in the workforce and are not limited the groups listed within this document.

Aboriginal & Torres Strait Islanders

The Pyrenees Shire Council wishes to acknowledge the people past and present of the Wadawurrung, Dja Dja Wurrung, and Djab Wurrung tribes, whose lands form the Pyrenees Shire. We pay our respect to the customs, traditions and stewardship of the land by the Elders and people of these tribes. As a Council we aim to ensure all of our activities, practices, plans, decisions and strategic directions are undertaken in a way that is responsive and inclusive of Aboriginal issues. Council maintains a strong commitment to supporting our Aboriginal communities and strives to continue to grow as an inclusive environment within the workplace.

Gender Inclusion

The Pyrenees Shire Council has a demonstrated commitment to supporting the participation of women both across the organisation and in leadership roles. Our recruitment and selection process is designed to remove unconscious bias from hiring and promotion decisions. Council aims to make all roles accessible and transparent to all suitable candidates. Council supports and encourages the personal and professional development of all our employees and takes additional measures to ensure gender balance by offering a range of development opportunities to ensure that all employees are able to grow with opportunities regardless of gender. A decisive example of this is Council's commitment to White Ribbon Australia as we continuously provide respectful and safe workplaces for women as well as encourage the White Ribbon message to be carried out throughout the organisation.

LGBTIQ+

A culture where employees can bring their whole selves to work leads to an environment where individuals can be at their most productive and creates cohesive and effective teams. Principles are founded on a culture of respect, equality and inclusion. By encouraging employees to be themselves at work, they can reach their true potential and be more productive and benefit from improved health and wellbeing. Teams can become more innovative and confident to put forward ideas. Diversity and inclusion have a positive impact on decision-making, wellbeing and profitability of a business.

Disabilities

Council aspires to provide an accessible and flexible workplace environment attractive to staff from a range of backgrounds, with a diversity of abilities, skills and experiences. Council is committed to developing a strong culture and encouraging teamwork to provide high quality, inclusive services. Council acknowledges that there is a view that the legal definition of disability (Disability Discrimination Act 1992) can fail to reflect the social and other barriers experienced by people living with disability. In formulating approaches and strategies to achieve equality of access for staff with disability, Council will take into account the broader lived experience of those living with a disability.

Age

Council employs all people of age to ensure that everyone is given a fair and equal opportunity whilst conducting any activities they may be required to undertake. Council embraces the similarities that people have regardless of age and the innovation that a diverse age range can bring. Council also encourages mentoring across age groups, where staff can benefit from the unique skills and insights of different generations.

Multicultural

The Pyrenees Shire Council strives to achieve a multicultural environment by:

- ❖ Ensuring a safe and secure workplace.
- ❖ Encouraging employee participation through equal access to education and training opportunities.
- ❖ Cultural connection, ensuring people can identify with their culture within their own working environment and be proud of their identity.
- ❖ Genuine equality by helping people understand and exercise their equal rights under the law and live free from discrimination within Council.

An environment rich in multicultural influence is an environment that will thrive. Council will ensure that everyone's voice is heard. The value that different cultures can bring to Council will help shape Council's policies for the benefit of all stakeholders. Our population is made up of people from all over the world. They are all from different Cultures and Languages and as the large number of these people is ESL (People Who Speak English as a 2nd Language). Council Strives to support interactions and cooperation with ESL employees in any way they can.