

# RYDE REGIONAL RADIO CO-OPERATIVE

## DIVERSITY POLICY

### Overview

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2RRR recognises its talented and diverse workforce. Our organisation's success is a reflection of the quality and skill of our volunteers and workers.

This Diversity Policy formalises our commitment to supporting the principles of diversity and recognises that diversity is central to our station and community.

Diversity management benefits individuals, teams, and our organisation as a whole. We recognise that each volunteer brings their own unique capabilities, experiences and characteristics to the station. We value such diversity at all levels of our organisation in all that we do. 2RRR believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals are able to express themselves, regardless of their background.

2RRR is diverse along many dimensions. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity enables the station to communicate the perspectives of our local community and all its various members.

### Scope

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This policy and associated procedures apply to all directors, staff and contractors working for the station.

### Recruitment

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As a responsible community member, 2RRR aims to encourage volunteers from all backgrounds. We believe that our volunteers from many different cultural, linguistic and national backgrounds provide us with valuable knowledge and allows the station to effectively communicate with our entire community and its listeners.

## **To Achieve and Fully Benefit from a Diverse Station**

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We have established programmes to identify individuals from various backgrounds for volunteer opportunities at the station.

We provide scholarships for promising individuals of all community backgrounds and offer them the potential to expand their skills and experience in the station through our 2RRR Radio Training Course which is hosted twice a year.

## **Career Development and Promotion**

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2RRR recognises excellence and all our volunteers are acknowledged on the basis of their performance. All directors and staff are trained in managing diversity to ensure that volunteers are treated fairly and evaluated objectively.

## **Community Programmes**

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2RRR recognises that there are distinct demographic groups that have long been disadvantaged. We recognise that racism, ageism, sexism and other forms of discrimination are problems both for our organisation and society as a whole. 2RRR is committed to tackling cultural stereotypes both within and outside our organisation.

## **Diversity Body**

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Our commitment to diversity is led by volunteers and staff from all levels of the organisation. The 2RRR Board of Directors and station management are responsible for ensuring that our diversity policy is articulated in the day to day running and the strategic direction of the company.

## **Diversity Practices**

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2RRR provides a safe and pleasant environment for our volunteers. We offer:

- Volunteer education assistance

- Volunteer networking opportunities
- Open communications
- Mentor programmes

## **Responsibility and Review**

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This Diversity Policy is the responsibility of the Board of Directors of 2RRR. This policy was last updated May 2021 and will be reviewed May 2022.



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