



# ACT Human Rights Commission (HRC) Social Inclusion Plan 2023-2026

## Our Vision:

**An inclusive community that respects and realises human rights and ensures access to justice for everyone.**

## What is social inclusion?

Social inclusion is about respecting differences, including people's different abilities, ages, ancestries, birthplaces, cultural traditions, ethnicities, gender identities, languages, religions, sex, gender diversity and sexual orientations. It is about participation, equal opportunity and empowerment for all people.

### Our priority groups

**Aboriginal and Torres Strait Islander people**

**Children and young people**

**LGBTIQ+[Ai] people**

**Multicultural people**

**Older people**

**People with disability**

**Victims of crime**

**People experiencing vulnerability due to social circumstances**

1. We acknowledge the unique position of Aboriginal and Torres Strait Islander people as the First Nations people of Australia
2. We support the cultural obligations of staff members of Aboriginal and Torres Strait Islander communities and multicultural communities
3. We will increase understanding among our staff about the needs of priority groups, including accessibility needs, as well as their strengths and contributions
4. We will engage with our priority groups with trust and respect.
5. We will increase employment of staff from our priority groups and provide reasonable adjustments
6. We acknowledge that people may belong to more than one priority group, and have multiple needs

### Our commitments

## Our planned actions

1. We will arrange a Welcome to Country at public events; an acknowledgment of country at meetings; and implement actions under our [Cultural Safety Charter](#)
2. We will provide appropriate leave for Aboriginal and Torres Strait Islander staff and staff from multicultural communities
3. We will provide training for our staff about the needs of our priority groups, including training about cultural awareness; unconscious bias; child safe standards; inclusive language; and trauma informed practices. Training will also recognise and value the unique perspectives, knowledge and experiences of these groups.
4. We will improve the accessibility of our premises, online environment and services, including through outreach services. We will mark days of significance and continue to develop partnerships with diverse communities
5. We will welcome applications from priority groups in job advertisements, make reasonable adjustments and facilitate staff identifying themselves as members of our priority groups
6. We will make appropriate referrals to meet multiple needs of people from our priority groups