



# ACT Human Rights Commission SOCIAL INCLUSION PLAN 2019-2022

## OUR VISION:

An inclusive community that respects and realises everyone's rights

## What is social inclusion?

In considering the characteristics of our staff and the communities we serve, social inclusion is a broad concept that encompasses differences between people including, but not limited to, language, birthplace, ancestry, ethnicity, cultural traditions, societal structures, and religion. The Commission advocates inclusion and promotes understanding of human rights and discrimination law, as well as being a public authority with its own human rights obligations particularly the right to equality.

## OUR VALUES



Respect



Collaboration



Integrity



Accessibility

## OUR PRIORITIES

### 1 People with disability

- Ensure all aspects of our workplace, premises and services are accessible including making all reasonable adjustments necessary.
- Provide inclusive employment practices.

### 2 LGBTIQ people

- Hold informal and peer-led education sessions to raise awareness of all aspects of LGBTIQ+ inclusion including promoting inclusive language.
- Raise awareness in LGBTIQ community about our work
- Staff are aware of the ACTPS guidelines for gender transition

### 3 Older people

- Ensure website and physical premises are accessible for older people
- Raise awareness of ageism and elder abuse
- Explore providing opportunities for flexible working arrangements

### 4 Multicultural people

- Translate material into other languages
- Provide counselling in clients' preferred language
- Engage with and offer training to multicultural communities
- Provide reflection room

## DEVELOPING OUR CAPABILITIES AND COMPETENCIES

### SHARED RESPONSIBILITY

- Review practices and materials to address unconscious bias
- Ensure all staff are aware of this plan and cultural safety plan
- Measure success of this plan including assessing numbers of clients from priority groups

### AGILE STAFF

- Be a best practice employer
- Provide awareness training to all staff
- Encourage job applications from key groups to ensure workforce reflects the diversity of our community

### CELEBRATE SIGNIFICANT EVENTS

- Celebrate significant days and events identified in the Commission's community engagement calendar
- Support and encourage staff to attend external events marking significant days and celebrations

### IMPROVING SYSTEMS & PROCESSES

- Ensure systems are accessible
- Provide a welcoming physical environment and foster a culture that pro-actively enhances mental health and wellbeing
- Develop understanding of the intersections between diverse groups