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# **Diversity & Inclusion Framework**

IRT has identified the need for an IRT Diversity & Inclusion Framework to enhance the current policy and procedures that include Diversity and Inclusion elements.

This framework sets out the way in which IRT is working to recognise the growing diversity of Australia's ageing population and importantly how we are striving to become more inclusive in our practices when working with people from diverse backgrounds.

## Introduction.

Growing diversity of consumer and staff profiles and growing preferences in the delivery of aged care and associated services means that we must continue to improve how we cater for diverse needs through inclusive practices.

This framework has been established to identify the key areas of work that IRT will undertake to ensure that we improve our inclusive practices towards people from diverse backgrounds.

This framework applies to all IRT Directors, employees, volunteers, residents, customers and suppliers.

<p><b>Compliance Requirements</b></p>	<p>IRT has a range of legislative and, regulatory requirements and commitments for working with people from diverse backgrounds.</p> <p>Most notably IRT is bound to the:</p> <p>Aged Care Quality Standards</p> <p>Retirement Living Council Code of Conduct</p> <p>Federal legislation</p> <ul style="list-style-type: none"> <li>○ Aged Care Act 1997</li> <li>○ Age Discrimination Act 2004</li> <li>○ Australian Human Rights Commission Act 1986</li> <li>○ Disability Discrimination Act 1992</li> <li>○ Racial Discrimination Act 1975</li> <li>○ Sex Discrimination Act 1984</li> </ul> <p>NSW legislation</p> <ul style="list-style-type: none"> <li>○ Anti-Discrimination Act 1977</li> </ul> <p>Queensland legislation</p> <ul style="list-style-type: none"> <li>○ Anti-Discrimination Act 1991</li> </ul> <p>ACT legislation</p> <ul style="list-style-type: none"> <li>○ Discrimination Act 1991</li> </ul>
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## Aged Care Quality Standards & Relevant Legislation.

This framework has been written to align with the Aged Care Quality Standards and other relevant legislation and regulation. The following table explains the link between this framework and the relevant external requirements.

Standard / Legislation	What this Means
Standard 1 Consumer Dignity and Choice Requirements (3)(a), (3)(b), (3)(c), (3)(e)	IRT will take a proactive approach to improving its understanding on how we can: i) Respect and value identity, culture and diversity ii) Provide safety for cultural care and services iii) Ensure we are able to communicate effectively and provide opportunities for exercising choice and independence for people from diverse backgrounds
Relevant pieces of legislation to be identified	During the development and implementation stage of IRT's Diversity & Inclusion practices a key piece of work is to identify the relevant pieces of legislation that relate to the relevant diverse groups.
Aged Care Diversity Framework	The Department of Health Aged Care Diversity Framework (2017) is used as an overarching reference point for IRT's Diversity & Inclusion activities.

## Framework Details.

This framework will establish the overarching principles and commitment to action for IRT to achieve the requirements and engagement for diversity and inclusion activities. The priority focus for our diversity and inclusion activities are to:

- Ensure an equitable and inclusive experience for all
- Establish and deliver strong representation and governance, including development of local action plans
- Identify, assess and mitigate high level risks for diversity and inclusion
- Develop policies and/or procedures that relate to diversity and inclusion at IRT including improving access to services, employment and activities
- Undertake an assessment of the activities taking place within IRT that are strengthening or threatening our commitment to diversity and inclusion.

### In Practice Example:

Australia's ageing population has an increasingly diverse profile, which is consistent with the growing diversity of the workforce profile. As a community-owned not for profit organisation, IRT has a responsibility to the broader community to ensure its products, services and opportunities are relevant to all, which includes those from diverse backgrounds.

The Diversity & Inclusion Framework sets out the way that IRT will review and assess its policies, programs and activities so that they are inclusive of those from diverse backgrounds. Amongst other things, this will assist IRT in delivering on its requirements under the Aged Care Quality Standards.

The Diversity & Inclusion Committee will be responsible for overseeing the relevant pieces of work that will be fed up to the Clinical Governance Committee, Executive and the People & Culture Sub-Committee of the Board.

## Roles & Responsibilities.

Role	Responsibility
Diversity & Inclusion Committee	Oversee and ensure delivery on the relevant pieces of work that relate to IRT's Diversity & Inclusion activities.
Clinical Governance Committee	Review the work of the Diversity & Inclusion Committee where it relates to delivery of the Aged Care Quality Standards and the Aged Care Act.
Executive	Ultimate responsibility for ensuring that the activities of the Diversity & Inclusion committee are delivered in a manner required by IRT's financial, risk, resource and other prioritization considerations.
People & Culture Sub-Committee	Oversight of the activities of the Diversity & Inclusion Committee and how they relate to the responsibilities of IRT's Board.

## Definitions.

Term	Definition
Diversity	<p>Diversity refers to all the ways in which we differ.                      Source: Diversity Council of Australia at <a href="https://www.dca.org.au/di-planning/diversity-inclusion-explained">https://www.dca.org.au/di-planning/diversity-inclusion-explained</a></p> <p>Diversity is any dimension that can be used to differentiate groups and people from one another. It involves empowering people by respecting and appreciating what makes them different, in terms of age, gender, ethnicity, religion, disability, sexual orientation, education, and national origin.                      Source: <a href="https://globaldiversitypractice.com/what-is-diversity-inclusion/">https://globaldiversitypractice.com/what-is-diversity-inclusion/</a></p>
Inclusion	<p>The organisational effort and practices implemented to welcome, socially accept and treat all persons equally.                      Source: <a href="https://globaldiversitypractice.com/what-is-diversity-inclusion/">https://globaldiversitypractice.com/what-is-diversity-inclusion/</a></p>
Cultural safety	<p>Cultural safety means an environment which is spiritually, socially and emotionally safe, as well as physically safe for people; where there is no assault, challenge or denial of their identity, of who they are and what they need.                      Source: <a href="https://www.utas.edu.au/_data/assets/pdf_file/0010/246943/RevisedCulturalSafetyPaper-pha.pdf">https://www.utas.edu.au/_data/assets/pdf_file/0010/246943/RevisedCulturalSafetyPaper-pha.pdf</a></p>