



# Workplace Diversity and Inclusion Statement

## Who we are

The ACT Mental Health Consumer Network (The Network) is a consumer-led peak organisation representing the interests of mental health consumers in the ACT in policy and decision-making forums. The Network is committed to social justice and the inclusion of people with lived experience of mental illness. Our Vision is to be “a community of connected voices achieving positive change”.

## Workplace Diversity and Inclusion

The Network is committed to a workplace culture that builds respect, fosters inclusiveness, promotes diversity and embraces the unique skills and qualities of all employees and members. The Network recognises the importance of workplace diversity and inclusion in ensuring we adopt a person centred approach where all members and employees are valued and recognised for their unique qualities, ideas, voices and perspectives. This will enable us to fully benefit from the significant skills and talent that exists within our organisation.

The Network recognises the diversity of our members and the capability a diverse workforce provides. We believe it is good practice to develop and invest in an inclusive workplace that enables an organisation to achieve its goals and objectives.

## What is Workplace Diversity and Inclusion?

Workplace Diversity and Inclusion encompasses many positive aspects of life. It is about acknowledging the diverse skills and perspectives that people may bring to the workplace because of their gender, age, language, ethnicity, cultural background, recognition as Aboriginal and Torres Strait Islander, lived experience, religious belief, sexual orientation, working style, educational level, professional skills, work and life experiences, socio-economic background, job function, geographical location, marital status and family responsibilities.

Workplace Diversity and Inclusion is about removing barriers to ensure all employees enjoy full participation in a workplace which supports the development and achievement of well informed and culturally appropriate outcomes. We aspire to recognise and embrace the diversity each person brings, creating an environment of trust, mutual respect and appreciation which allows all employees to contribute positively to the organisation.