

# HERE FOR DIVERSITY

## ACON DIVERSITY STATEMENT

ACON recognises the strength, value, and effectiveness of a diverse workforce and actively seeks to provide an inclusive workplace environment in which all individuals can thrive and contribute to our key outcomes, mission, vision and impact.

We actively embrace diversity in all of our practices and programs thereby creating a workforce and services that are not only inclusive and respectful but grounded in the belief that diversity is our strength, our differentiator and at the core of who we are and what we do.

We believe that we have a responsibility at ACON to demonstrate diversity leadership in all areas of employee engagement and service delivery.

We believe that only the unique perspectives, backgrounds and experiences of a richly diverse group of employees, volunteers and partners will enable us to meet the complex needs of our diverse clients, stakeholders and communities.

ACON recognises that diversity comes in many forms. This may include but is not limited to one's ethnicity, culture, sex, gender identity, gender expression, sexual orientation, intersex status, relationship/family status, ability/disability, background, experiences, faith, HIV status, political affiliation views or beliefs or any other protected attribute under current Anti-Discrimination Legislation.

### ACON is committed to ensuring that:

- Diversity in all its forms is celebrated as a core value and strength across all ACON activities and service delivery;
- Diverse representation is actively sought within teams, projects, peer-led initiatives and all recruitment practices;
- Frequent consultation with diverse stakeholders, communities and volunteers continues to strengthen and build upon our knowledge and expertise;
- Diversity capability is actively strengthened to ensure diversity leadership in all we do;
- Our diversity knowledge and expertise continues to be highly valued and a key differentiator amongst those we work with and for;
- Using our diversity capability to help build an inclusive, fair and equitable society;
- The ACON Board commits to a [\*Board Diversity Statement\*](#) that demonstrates leadership and commitment to diversity through all activities it undertakes.

