

HERE FOR DIVERSITY

November 2024

ACON DIVERSITY STATEMENT

At ACON, we value diversity as a source of strength, innovation and excellence. Our aim is to create a workplace where everyone can be themselves and contribute to our vision, purpose and goals.

We acknowledge diversity as an evolving journey and are committed to learning from challenges and opportunities. We celebrate the varied backgrounds of our staff, volunteers, partners, clients, and the communities we serve.

We work to embrace diversity in all our practices and programs, by creating a workforce and services that are inclusive, respectful and grounded in the belief that diversity is our strength, our differentiator and at the core of who we are and what we do.

We work towards achieving diversity leadership in our work and strive to foster a culture of inclusion, equity, and justice in our practices and programs.

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.

We acknowledge that the impact of intersectionality is at the heart of our commitment to diversity. Our commitment to diversity extends to understanding

and addressing the layered complexities of advantages and disadvantages stemming from intersecting aspects of identity.

We acknowledge that diversity comes in many forms, such as race, ethnicity, culture, sex, gender, gender expression, sexual orientation, intersex status, relationship/family status, ability/disability, neurodiversity, background, lived experiences, faith, HIV status, employment as a sex worker, political views or beliefs or any other attribute protected by law.

We are guided by our plans to ensure we uphold the principles of equity, diversity, and inclusion, including our ACON Strategic Plan, **Multicultural Engagement Plan, Reconciliation Action Plan, Trans and Gender Diverse Blueprint and the work of the Women's Health, Safety & Equity Taskforce.**

Our organisational policies and procedures further support this commitment, including through our:

- Code of Conduct;
- Workplace Behaviour;
- Disability Inclusion and Access;
- Gender Affirmation; and
- Sex positivity in the workplace

We have permanently resourced equity, diversity and inclusion into our workplace to ensure we continuously learn and improve. **We also regularly review and adapt our internal ways of working to ensure we are at the forefront of best practice.**

In our work, we are committed to ensuring that:

- Diversity is recognised and celebrated as a core value and strength;
- Diverse representation is actively sought and supported within teams, projects, initiatives and recruitment;
- 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; and
- We use our diversity knowledge and expertise to help build a more inclusive, fair, and equitable society.

