

# Diversion and Inclusion Statement

GUI-HR-020



Brightwater

*At Brightwater, we welcome people with the full diversity of life experiences, thoughts and beliefs. We foster a culture of inclusion, collaboration and innovation where our clients and staff can flourish.*

Brightwater is committed to:

- Building and supporting an inclusive culture.
- Providing inclusive and respectful services, enabling our client's to fully enjoy life's possibilities.
- Recognising and supporting the unique challenges and experiences of lesbian, gay, bisexual, transgender, and intersex people; culturally and linguistically diverse communities; individuals with disabilities; and Aboriginal and Torres Strait Islanders.
- Celebrating the achievements of a diverse community.

### ***Building and supporting an inclusive culture:***

Brightwater will challenge societal bias and support decisions that promote social justice. Brightwater recognises the tremendous value of inclusive excellence; a culture that is genuinely inclusive is more productive, is able to harness different skills and perspectives to increase innovation, and contributes to better client outcomes.

### ***Providing inclusive and respectful services, enabling our client's to fully enjoy life's possibilities***

Brightwater's clients are at the core of everything we do. We achieve our mission, to pursue the dignity of independence, by considering the whole person. We provide access to inclusive services delivered respectfully that meet the special and unique physical, social, cultural and emotional needs of our clients.

### ***Recognising and supporting the unique challenges and experiences of lesbian, gay, bisexual, transgender, and intersex people; culturally and linguistically diverse communities; individuals with disabilities; and Aboriginal and Torres Strait Islanders***

Brightwater acknowledges that lesbian, gay, bisexual, transgender, and intersex (LGBTI) people; culturally and linguistically diverse (CALD) communities; individuals with disabilities and Aboriginal and Torres Strait Islanders experience social inequality. We believe that everyone has a responsibility to close the equity gap, and that Brightwater's leaders set the standards for others.

Brightwater will support inclusion by:

- acknowledging and understanding the unique challenges experienced by LGBTI people, CALD communities, people with disabilities, and Aboriginal and Torres Strait Islanders;
- constantly improving our practices and processes through education, training and consultation;
- assessing and challenging the effectiveness of our inclusion initiatives; and
- adjusting our approach in line with best practice standards and community expectations.

Brightwater affirms its commitment to provide equity of knowledge, systems, resources, opportunities and services. Brightwater is a place where everyone is empowered to be their whole self.

### ***Celebrating the achievements of a diverse community***

Brightwater's annual calendar of diversity and inclusion events provides an opportunity for our clients and employees to share their unique experiences, openly express their identities, and acknowledge contribution to a thriving, diverse community. We believe there is strength in our differences – and this is something to be celebrated.