

Developing a Diversity, Equity and Inclusion Statement

This tipsheet aims to support aged care organisations to develop a Diversity, Equity and Inclusion (DE&I) Statement within their organisation.

A Diversity, Equity and Inclusion (DE&I) Statement demonstrates the organisations commitment to inclusivity and diversity in the workplace and to its consumers. The DE&I Statement supports the development of an inclusive and accessible workplace culture as well as supporting quality of care for all consumers in line with the Aged Care Act 1997, Aged Care Quality Standards and the Aged Care Diversity Framework.

Why a DE&I Statement is important

A DE&I Statement demonstrates that the organisation values and appreciates the diversity of its consumers and staff and supports an inclusive workplace. It represents the core direction of the organisation and encourages you the organisation to be reminded of its inclusive approach. The DE&I Statement is also viewed as an action to eliminate discrimination and intolerance.

How to develop a DE&I Statement

Below are some examples of how a DE&I statement could be developed:

- Define what diversity and inclusion means for the organisation
- Include the key commitments relevant to diversity and inclusion for the organisation
- Define how the organisation will commit to the values in the statement
- The DE&I Statement could include and focus on disadvantaged and vulnerable groups, such as people from culturally and linguistically diverse backgrounds.
- The DE&I Statement could be followed up by strategic actions and expected measurable outcomes

Who can write the DE&I Statement

Below are some examples of who could be involved in development a DE&I statement:

- Board and Executive Leaders
- Team Leaders and Managers
- Quality and Compliance Managers
- Leaders responsible for policy development

Inclusive Service Standards Tip Sheet

Where to place the DE&I Statement

Below are some examples of where you may place Diversity and Inclusion Statements:

- Under all staff signatures
- In a broader Diversity, Equity and Inclusion Strategy
- In annual reports
- In all meeting agendas
- In Performance review templates
- In public presentations
- On the organisations social media, website and other communications

Examples of Diversity, Equity and Inclusion Statements

Below are some examples of well-designed Diversity and Inclusion Statements:

Uniting: “Uniting celebrates diversity and welcomes all people regardless of ethnicity, faith, age, disability, language, gender identity or sexual orientation. Our celebration of diversity and inclusion is one of our greatest strengths and the heart of who we are. We celebrate diversity of ability, age, ethnicity, faith, sexual orientation, intersex variation and/or gender identity and welcome everyone, exactly as they are.”

Bolton Clarke: “Our society is more diverse than ever and at Bolton Clarke, diversity in all of its forms is respected and celebrated. We are committed to reflecting the same diversity in our client and resident populations as well as our workforce.”

Calvary Care: “Calvary commits to provide respectful, culturally safe services to the people we serve, welcoming environments and a genuinely inclusive workforce where people are supported to draw strengths from their identity, culture and community.”

Goodwin: “The concept of Diversity is one of inclusiveness and respect and includes many things that make us unique such as culture, language, ethnicity, gender, sexual orientation, age or literacy level. Our goal is to provide accessible and responsive services for our residents and clients and provide support for our employees.”

Inclusive Service Standards Tip Sheet

Useful resources and further reading

Australian Health Department, Aged Care Diversity Framework.

<https://www.health.gov.au/sites/default/files/documents/2019/12/aged-care-diversity-framework.pdf>

Benetas, Diversity and Inclusion Commitment Statement.

<https://www.benetas.com.au/assets/documents/2019-09-Diversity-Inclusion-Commitment-Statement-FINAL.pdf>

Bolton Clarke, Diversity Framework 2017-2025.

<https://www.boltonclarke.com.au/globalassets/about-us/bc-diversity-framework-2017-2025-april-2019.pdf>

Calgary, Gender Equity, Diversity and Inclusion Strategy.

<https://www.calgary.ca/our-strategy/diversity-inclusion.html?redirect=/gender>

Calvary Care. Calvary Statement of Diversity and Inclusion.

<https://www.calvarycare.org.au/wp-content/uploads/2022/05/Statement-of-Diversity-and-inclusion.docx.pdf>

Goodwin Aged Care Services Limited. Diversity Action Plan 2021.

<https://goodwin.org.au/wp-content/uploads/2022/02/Diversity-action-plan.pdf>

Heaslip, E., Writing a Diversity and Inclusion Statement: How to Get It Right. CO – BrandStudio. U.S. Chamber of Commerce.

<https://www.uschamber.com/co/start/strategy/how-to-write-a-diversity-statement>

Victorian Government, Everybody Matters: Inclusion and Equity Statement.

<https://www.vic.gov.au/everybody-matters-inclusion-and-equity-statement>

Uniting Aged Care, Diversity and Inclusion.

<https://www.uniting.org/uniting-careers/diversity-and-inclusion>

Disclaimer: This resource has been developed by the Centre for Cultural Diversity in Ageing as a starting point for your organisation and should be tailored according to the organisation's service type(s) and specific requirements. Every attempt has been made to ensure the accuracy and currency of this information, however it is not intended to be comprehensive nor does it constitute legal advice. LAST UPDATED: October2022

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