



RSPCA VICTORIA DIVERSITY & INCLUSION POLICY

OUR GOAL

RSPCA Victoria strives to be a leading organisation in recognising, promoting and celebrating diversity within our workplace and the community. We are committed to practising and prioritising inclusion, and ensuring that all people feel safe, respected and valued. Through our commitment to diversity, RSPCA Victoria's work will be strengthened, and all who share our vision of ending cruelty to all animals, will feel welcomed to make their contributions to support our important work.

OUR COMMUNITY

Our community is inclusive of all individuals and groups that are part of or interact with RSPCA Victoria. This includes employees, volunteers, contractors, donors, suppliers, customers, students, local communities and councils, industry partners and all other visitors, in person and remotely.

OUR COMMITMENT


RSPCA Victoria commits to:


- Cultivate a culture of inclusion, where all people feel valued, acknowledged, accepted and safe.
- Support and value all individuals, including, but not limited to, people of all ages, genders, sexual orientations, abilities, education, caregiving, socio-economic statuses, cultures, ethnicities, faiths and beliefs, and personal circumstances.
- Lead by example, as individuals and as an organisation.
- Promote diversity and practise active inclusion of everyone within our community.
- Empower our community through education and resources.
- Take all reasonable measures to ensure access and support for all individuals within our community.
- Seek feedback and engage expertise to strengthen our practises of inclusion, whilst continuously learning and striving to achieve and embed best practice.
- Look to our values to guide our behaviours, policies and practices relating to diversity and inclusion.

OUR FRAMEWORK

RSPCA Victoria will:

- Establish and commit to Diversity and Inclusion priorities and objectives, ensuring these remain relevant, active and actionable through annual action plans.
- Monitor and regularly report our progress and effectiveness of changes to our policies and practices.
- Develop annual Diversity and Inclusion Action Plans to organise, implement and review changes to our policies and practices to achieve our objectives.
- Ensure that members of our community understand their role and responsibilities in creating a culture of inclusion, where all people feel valued, acknowledged, accepted and safe.
- Involve our employees and volunteers in improving our culture and practices through open consultation and communication, including supporting the important work of the Diversity and Inclusion Committee.


Dr Liz Walker
Chief Executive Officer


Bernie Delaney
Chair of the Board


RSPCA
Victoria