



City of Salisbury Values: Respectful, Accountable, Collaborative, Helpful

Community Diversity, Equity and Inclusion Policy

Adopted by:	Council
Responsible Division:	Community Health and Wellbeing
First Issued/Adopted:	25 July 2005
Last Reviewed:	27 November 2023 (Resolution No. 0524/2023)
Next Review Date:	September 2025

1. Purpose

The City of Salisbury is committed to fostering a community that is inclusive, diverse, and free from discrimination. This policy sets out this commitment and provides a foundation for decision making. It promotes community inclusion, diversity, and addresses discrimination and racism.

2. Scope

In alignment with our organisational values of Respectful, Accountable, Collaborative, and Helpful, this policy reflects the City of Salisbury's dedication to fostering an environment in which every individual is respected, diversity is embraced and racism is eradicated.

This policy applies to Elected Members, employees, volunteers and contractors of the City of Salisbury.

3. Legislative Requirements and Corporate Policy Context

1. Local Government Act 1999
2. Local Government (General) Regulations 2013
3. South Australian Work Health and Safety Act 2012
4. South Australian Work Health and Safety Regulations 2012
5. Disability Discrimination Act, 1992
6. Equal Employment Opportunity Act, SA 1984
7. Workplace Gender Equality Act, 2012
8. Age Discrimination Act, 1984
9. Racial Discrimination Act, 1975
10. Human Rights and Equal Opportunity Commission Act, 1986

* This list of relevant legislations is indicative and not exclusive

4. Interpretation/Definitions

Access – implies fair and equitable access to services in areas essential to achieving and maintaining social, cultural and economic well-being.

Equity – implies distribution of economic, social and political resources in ways that are not restricted by age, gender, race, ethnicity, sexual orientation, disability or income.

Access and equity focuses on the removal of barriers in the design and delivery of programs, services and facilities aiming to ensure all community members have the opportunities to enhance their overall social, cultural and economic well-being.

Diversity: The presence of a wide range of human qualities and attributes within our community, including but not limited to culture, ethnicity, religion, gender, age, ability, and socioeconomic background.

Inclusion: The practice of creating an environment where all individuals feel valued, respected, and have equitable access to opportunities and resources.

Anti-Racism: The active resistance and opposition to racism in all its forms, aiming to dismantle systemic and individual expressions of racial discrimination.

5. Policy Statements

This Policy serves as a commitment by the City of Salisbury to the following principles:

- 5.1 **Community Inclusion and Diversity:** The City of Salisbury is dedicated to fostering an inclusive and diverse community where all individuals are empowered to participate fully, irrespective of their background or circumstance. We will actively work to create a welcoming environment that values the richness of our differences and encourages intercultural and inter-social understanding and collaboration.
- 5.2 **Discrimination:** The City of Salisbury vehemently opposes discrimination in all its forms and is committed to dismantling systemic barriers and prejudices that perpetuate inequality. We will actively address instances of discrimination, offer education for our community, and promote a culture of understanding, tolerance, and respect.
- 5.3 **Roles and Responsibilities:** The City of Salisbury Elected Members, Employees, and Contractors share responsibility for upholding the principles outlined in this policy.
- 5.5 **Continuous Improvement:** The City of Salisbury is committed to continuous improvement in our efforts to promote diversity and inclusion while combating discrimination. Regular assessments, reviews, and community engagement will inform our strategies and initiatives.
- 5.6 The City of Salisbury will aim to ensure that all members of the community have equitable access to services, programs and facilities operated by the City.
- 5.7 Strategies to ensure equity of access for all people, including those who may face additional barriers to participation, will be considered at all phases of service development, planning and implementation.
- 5.8 The City will aim to ensure that appropriate opportunities for participation in discussions about the City's services, programs and facilities are provided for members of the community, including those who may face barriers to participation.
- 5.9 Both internal processes, such as training and development, and external processes, such as consultation, promotion and information, will operate within the City of Salisbury Strategic Planning Framework and relevant legislative requirements.

By adopting this Community Diversity and Inclusion Policy, the City of Salisbury affirms its commitment to building a united, inclusive, and thriving community where every individual's voice is heard and valued and where all individuals are empowered to participate fully, irrespective of their background or circumstance.

6. Related Policies and Procedures

- 6.1 National Disability Strategy 2010-2020
- 6.2 Australian Human Rights Commission Diversity Strategy (2018)
- 6.3 Council of Europe Intercultural Cities Network
- 6.4 Welcoming Cities Australia
- 6.5 World Health Organisation Age Friendly Cities
- 6.6 City of Salisbury Strategic Planning Framework
 - 6.6.1 Intercultural Strategic Plan (2017-2027)
 - 6.6.2 Ability Inclusion Strategic Plan (2020-2024)
 - 6.6.3 Strategic Youth Action Plan (to be updated 2024)
 - 6.6.4 Reconciliation Action Plan (to be updated 2024)
 - 6.6.6 Age Friendly Strategy 2022-2027

7. Approval and Change History

Version	Approval Date	Approval By	Change
6	24 May 2021	Council (0955/2021)	
7	27 November 2023	Council (0524/2023)	Transfer to new policy template and incorporate changes to the policy

8. Availability

- 8.1 The Policy is available to be downloaded, free of charge, from Council's website www.salisbury.sa.gov.au
- 8.2 The Policy will be available for inspection without charge at the Civic Centre during ordinary business hours and a copy may be purchased at a fee as set annually by Council.

City of Salisbury Community Hub
34 Church Street, Salisbury SA 5108
Telephone: 84068222
Email: city@salisbury.sa.gov.au

9. Review

- This Policy will be reviewed every 2 years or if deemed necessary by Council.

Further Information

For further information on this Policy please contact:

Responsible Officer: Manager, Community Health and Wellbeing
Address: 34 Church Street, Salisbury SA 5108
Telephone: 8406 8222
Email: city@salisbury.sa.gov.au