



Nuriootpa Medical Centre Cultural Diversity & Inclusion Policy

Current as of: March 2022

Responsible Person: **Practice Manager**

Introduction

People are the centre of what we do at the Nuriootpa Medical Centre.

We will endeavour to create an environment that enables our people to thrive through a commitment to being inclusive, culturally aware, and responsive to the needs of individuals in our policies and practices. Our workplace supports a wide range of diversity dimensions including gender, age, disability, LGBTI+, Aboriginal and Torres Strait Islander and cultural diversity.

Acknowledgement of Country

Nuriootpa Medical Centre acknowledges and respects Aboriginal people as the State's first people and recognises their traditional relationship with Country.

Definition

A diverse workforce is one that is made up of individuals with a wide range of characteristics, experiences, professional skills and perspectives. Diversity is the characteristic that makes each of us different from each other. This may be our perspective on the world, our ideas, our cultural and religious background, our ethnicity, disability, age, gender, gender identity and sexual orientation or intersex variations. Having diverse characteristics in our workforce means we are more likely to have a broad range of perspectives to draw upon and enables us to more easily respond to the needs of the community.

Purpose

Our goal is to create a culture that is diverse, inclusive and respects and celebrates our differences.

Creating a safe, respectful and inclusive place to work will provide an essential foundation for our people to successfully contribute to meeting the community's needs, enhancing our regional reputation, improving the patient experience and achieve sustainable business results.

Policy

Valuing and managing diversity means Nuriootpa Medical Centre will:

- promote and encourage a diverse and inclusive workforce by fostering an environment of mutual learning, respect, dignity, openness to other cultures and an appreciation of difference and other perspectives
- attract and retain Staff & Doctors whom reflect a diversity of backgrounds, knowledge, experience and abilities
- seek to ensure that its business practices, systems and processes do not prevent people from diverse backgrounds having equality of opportunity within the organisation.

Policy review statement

This policy will be reviewed annually or as required and staff updated on changes if applicable.