

1. Gender Equality Disability and Social Inclusion Policy

2. Values Statement

RedR Australia (“RedR”) is guided by its values of accountability, integrity, empathy, and collaboration. This Gender, Equality, Disability and Social Inclusion (GEDSI) policy outlines and affirms RedR’s strong commitment to ensuring equality and inclusion are core commitments and are featured in all its humanitarian work.

3. Purpose

The purpose of the policy is to outline a vision and direction for RedR Australia commitment to the promote awareness and understanding, encourage greater engagement with equality and inclusion issues, and to provide opportunities to discuss, act and create a safe environment for open dialogue and inclusive practices for all staff.

4. Scope

This policy applies to:

- All employees, volunteers, contractors, and interns/work placements of RedR
- Associate trainers
- RedR deployees
- Standby personnel/applicants
- Board members

5. Policy Statement and Principles

RedR recognises that segments of people within the community face barriers and discrimination to fully participate and contribute to the community. By creating an inclusive and diverse culture, RedR can understand and leverage each person’s unique contribution in the community and workplace.

RedR understands equality and inclusion as all individuals, enjoying the same rights, responsibilities, resources, opportunities and protections. Equality and inclusion are fundamental human rights which are central to RedR Australia values as an organisation committed to fostering an inclusive, equitable and transparent culture.

RedR Australia takes an equality and inclusion approach and recognises that people of all identities have different but related needs, priorities, constraints and opportunities based on their relative different beliefs, experiences and values.

RedR Australia recognises that there are systemic and structural practices that create barriers to the achievement of equality and inclusion. In addition, it may be compounded by other forms of disadvantage or discrimination that a person may experience and that these intersectional impacts may create additional barriers in gaining equal opportunities. Achieving equity and inclusion may require different treatment of people to achieve similar outcomes.

It is recognised that equality and exclusion varies across different countries, contexts and are based on multiple factors. RedR Australia aims to work sensitively across the different

contexts in which it works whilst committing to encourage and foster dialogue around all equality and inclusion.

As an agency that works in partnership, RedR understands that the responsibility for addressing inequalities and inclusion issues is shared by both RedR and its partners.

RedR recognises that many individuals identify as male or female. We also recognise that gender is not binary and includes many possibilities. RedR commits to equality for people of all genders. This commitment is grounded in a Human Rights Framework and globally agreed principles and standards which includes the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW).

RedR supports and encourages an organisational culture that reflects the commitment to equality and inclusion through supporting staff to develop good practice and display values and behaviours that reflect RedR values including accountability, equality and integrity.

6. Procedures

In order to promote equality and inclusion RedR Australia will:

- a) Mainstream inclusion principles across all work and encourage full participation of all people in the organisation and programs.
- b) Integrate equality and inclusion principles into the business processes, management, leadership and performance framework. RedR has a zero-tolerance approach to any discrimination and exclusion based on gender, disability or other forms of identity.
- c) Ensure all staff receive induction and training to ensure they are able to work in alignment with this policy and RedR Australia inclusion strategies.
- d) Ensure that the workplace is characterised by high levels of professionalism and inclusion sensitivity. All inappropriate language or behaviour will be called out when it occurs.
- e) Support staff who experience gendered violence and provide a safe workplace environment that promotes safety and security. RedR does not tolerate violence being perpetrated in and from the workplace. This is outlined in the Code of Conduct.
- f) Ensure the maintenance of a diverse and inclusive roster which encourages full participation, paying particular attention to recruitment, training and deployment support strategies which encourages culturally diverse, indigenous, persons with disabilities and LGBTQIA+ (or Diverse SOGIESC – Sexual Orientation, Gender Identify and Expression and Sex Characteristics) applicants to apply for the program.
- g) Apply fair parental leave arrangements to all parents including flexible work arrangements.
- h) Influence, where applicable, partners and decision-makers to adopt equality and inclusion in their work.
- i) Ensure the monitoring and evaluating of the programs from an equality and inclusion lens.
- j) Investigate any breaches of the Code of Conduct regarding equality and inclusion standards. Act on any incidents of harassment in a sensitive and timely manner, following guidance outlined in the RedR Anti-Discrimination, Anti-Harassment and Anti-Bullying Policy, RedR Grievance Policy and State and Federal Legislation, as applicable.

Monitoring and review

RedR will undertake a 5-year organisational audit as well as monitor annually individual staff performance through its performance appraisal processes.

The CEO will present progress status to the Board annually. RedR will monitor the language and content of all equality and inclusion-related materials that it publishes as directed in the communications strategy. This will be reviewed annually as part of peer review.

RedR Inclusion Committee

RedR will maintain an Inclusion Committee (RIC) to support and drive RedR's overall aim of becoming a more diverse and inclusive organisation. The committee consists of board, management and staff representatives. The RedR Inclusion Committee will undertake an annual peer review of a sample of RedR Australia work, as agreed by the Senior Leadership Team.

RedR Inclusion Roadmap

The RedR Inclusion Committee (RIC) will oversee the development of the RedR Inclusion Roadmap. This Roadmap will be developed by the Inclusion Advisor and will be reflected in any program GEDSI Strategies and will provide the overarching vision, plan and commitment for strengthening and embedding diversity and inclusion across everything RedR does.

Reconciliation Action Plan Working Group

The RedR Reconciliation Action Plan Working Group (RAPWG) oversees the implementation of the RedR Reconciliation Action Plan (RAP). This plan provides a structured approach to engaging staff and leaders in understanding the importance of reconciliation, developing relationships with Aboriginal and Torres Strait Islander stakeholders and supporting RedR to have an impact in its sphere of influence.

7. Roles and Responsibilities

Board

- Govern and provide stewardship in the overall Gender, Equality, Disability and Social Inclusion Policy

Senior Management Team

- Exert support, leadership and overall responsibility.
- Promote an inclusive and diverse workplace culture to stakeholders.

Inclusion Advisor

- Oversee and advise on implementation of RedR's overall diversity and inclusion approach.

RedR Inclusion Committee and Reconciliation Action Plan Working Group

- Translating policy into action.
- Driver for discussion and implementation.
- Monitoring and evaluation of action plan.

Team / Functions

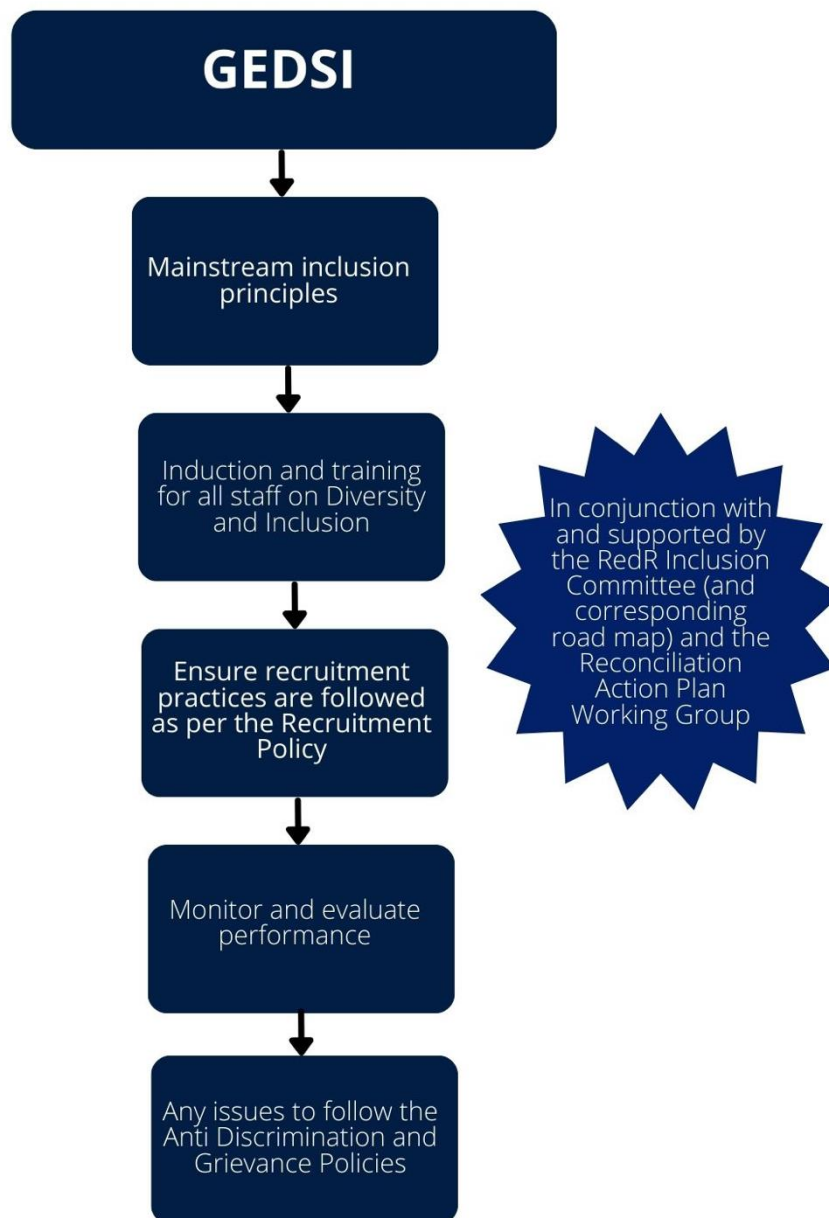
- Assist in the development and implementation of policies and actions.
- Ongoing monitoring of effectiveness and quality.

Individual

- Contribute to ensuring inclusion and diversity (in the workplace and RedR initiatives).

- Generate conversation about pertinent equality issues with an underlying.
- Build mutual understanding.
- Conduct their work with integrity.

8. Flow Chart



9. Definitions

Disability	In line with the definition used in the Convention on the Rights of Persons with Disabilities, the term, 'persons with disabilities' includes those who have long term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.
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Diversity	Relates to sex, gender, age, language, ethnicity, cultural background, disability, sexual orientation, intersex status, religious beliefs, educational level, professional skills, work experience, and socio-economic background. In addition, Diversity also includes differences in background and life experience, communication styles, interpersonal skills, education, functional expertise, thinking preferences, and personalities.
Exclusion	Exclusion is a process by which people are isolated or segregated from benefiting from services or opportunities being offered to others due to the diversity they present.
Gender	Gender refers to the socially-constructed roles, behaviours, activities and attributes that a society considers appropriate for a person based on his or her assigned sex at birth. Gender roles are dynamic and change over time. The term sex relates to the biological differences between men and women and these roles are universal.
Gender Based Discrimination	The situation where there is a bias based on a person's sex that leads to defining the role he/she should play in society. An example of gender discrimination is where a woman is paid less than a man would be paid, solely on the basis of being female.
Equality	Equality is about equal opportunities, rights and responsibilities for all people. It does not mean that everyone is the same. Inequality is a result of unequal power distribution between people, exacerbated by ongoing discrimination, weaknesses in laws, policies and institutions, and social relations that normalise inequality.
Gendered Violence	Gendered violence is an expression of power or control over individuals or groups because of their gender. Gendered violence includes domestic, family and sexual violence, sexual harassment and assault, stalking, intimate partner violence and violence amongst household and workplace members.
Inclusion	Is the way an organisation's culture, values, workplaces and behaviours make a person feel valued, included and able to participate fully. It relates to a work environment where all people are treated fairly and respectfully, with equality of opportunity
LGBTQIA+	This includes those who identify as lesbian, gay, bisexual, transgender, queer/questioning, intersex (LGBTQIA+), asexual or those who have questions about their sexual orientation and/or sexual identity (Q).
Reconciliation	The strengthening of relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians.

10. Related Policies and Documents

RedR Code of Conduct
Open Disclosure Policy
EEO, Anti-Discrimination, Anti-Harassment, and Bullying Policy
GEDSI Policy
Version 1.0
Next Review Date: February 2027

Gender Equality Disability and Social Inclusion Policy

Grievance Policy
Occupational Health and Safety Policy
RedR Privacy Policy
RedR Reconciliation Action Plan

11. Document Control

Reviewed by:	P&C Manager
Approved by:	CEO
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Next review:	February 2027
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