

Approved: 16 December 2020

1. Objective of Policy

The objective of this Policy is to develop and foster a workforce that is representative of the community we serve. This Policy seeks to establish a framework for the continued diversification and inclusion of the Motorsport Australia workforce, in particular our Indigenous people, people with disability, women, and people from a non-English speaking background.

2. Scope of Policy

This Policy applies to Motorsport Australia Directors, management, staff, officials and volunteers.

3. Definitions

Capitalised terms used in this Policy have the following meanings unless stated otherwise:

- (a) **Diversity** includes differences in gender, age, language, ethnicity, cultural background, disability, religious beliefs, and family responsibilities. In the workplace, it also encompasses differences between individuals in educational level, life experience, work experience, socio-economic background, and personality.
- (b) **Inclusion** includes different groups or individuals having different backgrounds who are culturally and socially accepted and welcomed, and equally treated, regardless of their differences. It is a sense of belonging and making people feel valued.
- (c) **Motorsport Australia** means the Confederation of Australian Motor Sport Ltd. trading as Motorsport Australia.

4. Context

- (a) Motorsport Australia aims to have a mix of people in the organisation and workforce that reflects the diversity of the Australian community. It is recognised that diverse workforces drive innovation, creativity, problem-solving capabilities, and individual and organisational productivity. A diverse workforce positions Motorsport Australia to better serve and support its members and stakeholders.
- (b) We recognise that each employee brings their own unique capabilities, experiences, and characteristics to their work. We value such diversity at all levels of Motorsport Australia and in all that we do.
- (c) We aim for an inclusive culture where our people feel respected and valued for who they are as an individual or group.

5. Workplace Diversity and Inclusion

- (a) Workplace diversity and inclusion is a means of promoting collaboration and empowerment in the workplace. The term diversity is not just about differences in race, gender, ethnic and cultural background, age, sexual orientation, religion, and ability. It also refers to the myriad of ways which we are different in other respects such as personality, job function, thinking styles, educational level, marital status, whether or not one has children, etc.
- (b) Workplace diversity and inclusion is about valuing difference and creating practices in which all people are equally treated and can contribute to a productive workplace, not about identifying difference.
- (c) We believe that the wide array of perspectives that results from such diversity and inclusion promotes innovation and business success. Managing diversity and creating an inclusive culture makes us more creative, flexible, productive, and competitive.

6. Benefits of Workplace Diversity and Inclusion

- (a) The diversity of the people in the workplace can be one of its greatest strengths. Managing diversity and inclusion successfully means creating an environment that values and utilises the contributions of people with different backgrounds, experience, and perspectives. A range of different perspectives can add to our innovation, creativity and overall productivity ensuring we better understand the needs of our sport and its fans.
- (b) Workplace diversity and inclusion encourages greater creativity and different ways of thinking for improved decision making. Workplace diversity creates a more inclusive and supportive work environment, better teamwork, and more effective service delivery.

7. The Aim of this Policy

- (a) Our aim is to include as completely as possible, the diversity of the Australian community into our workplace and our activities and ensure they feel included and supported. To achieve this, we need a workplace culture that is welcoming, celebrates diversity and inclusion and is accommodating. This means that we need to:
 - (i) Treat all people with dignity and respect.
 - (ii) 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.
 - (iii) Attract and retain staff, Directors, other office bearers and officials, whose composition reflects a diversity of backgrounds, knowledge, experience, and abilities.

- (iv) Seek to ensure that the composition of committees appointed by either the Board or management will reflect a diversity of backgrounds, knowledge, experience, and abilities.
 - (v) Seek to ensure that our business practices, systems, and processes do not prevent people from diverse backgrounds having equality of opportunity within the organisation.
 - (vi) Take account and advantage of differing beliefs, circumstance, needs and backgrounds in our operational systems, work methods and management styles.
- (b) Our aims will be achieved by:
- (i) Including everyone as the way we do business.
 - (ii) Our culture being collaborative, courteous, non-judgemental and respectful.
 - (iii) Having a demographically diverse workforce, which is representative of the broad Australian community including our Indigenous people, and our employees, office bearers and volunteers are confident to declare their status.
 - (iv) Providing evidence that everyone believes that they are treated with dignity and respect, are reasonably having their needs met, and are satisfied in their jobs.
 - (v) Providing evidence that our workplace is inclusive in both the way in which we work and the services we deliver.
 - (vi) Including diversity targets in our strategic plan.

8. Responsibilities / Accountabilities

Promoting workplace diversity and inclusion is everyone's responsibility. The success of this policy is dependent upon the support of everyone at all levels within the organisation be they staff member, Board member or volunteer. We all have a responsibility to foster a culture in the workplace where diversity and inclusion is valued and supported by:

- (a) Practising and promoting behaviour consistent with our Values and Code of Conduct.
- (b) Treating each other with courtesy and respect and fostering good working relationships.
- (c) Ensuring that workplace structures and procedures foster diversity and inclusion and allow employees to manage their work and personal life, subject to business needs.

- (d) Drawing on our diverse backgrounds, skills and talents and focusing on areas where these attributes may be enhanced and of value to the working environment free from discrimination and harassment.
- (e) Developing our own understanding and knowledge of diversity and inclusion and resolving workplace issues quickly, sensitively, and effectively. We are all responsible for the successful implementation of this policy.

9. Implications for Non-Adherence

Any breach of this Policy may result in disciplinary action being taken by Motorsport Australia. Disciplinary action may include but not be limited to suspension of duties or obligations or termination of employment or other arrangements with Motorsport Australia.

10. Related Rules, Policies or Procedures

- (a) Motorsport Australia Code of Conduct
- (b) Motorsport Australia OHS Policy
- (c) Motorsport Australia Anti-Discrimination, Harassment and Bullying Policy
- (d) Discrimination, Human Rights and Work Health and Safety Acts in all jurisdictions
- (e) Fair Work Act 2009

11. General

- (a) The Policy Manager is the General Manager – People and Culture to whom any questions in relation to this Policy should be directed.
- (b) This Policy will be reviewed every 2 years if not sooner.

Policy Creation Date	7 December 2020
Policy Review Date	
Policy Review Date	
Policy Review Date	