

BayFM Diversity and Inclusion Policy

This policy serves as a foundation for ensuring that BayFM not only reflects but actively supports and promotes the diverse, dynamic, and inclusive nature of our community.

1. Purpose

At BayFM, we are committed to fostering a culture of inclusion, diversity, and respect. We recognise the importance of reflecting the diversity of our community in all aspects of our programming, operations, and interactions. This policy outlines our commitment to creating an inclusive environment where all individuals, regardless of their background, identity, or abilities, are valued and empowered to participate.

2. Scope

This policy applies to all staff, volunteers, presenters, and contributors involved with BayFM, as well as to any external parties engaged in partnerships or collaborations with the station.

3. Principles of Inclusion and Diversity

We are committed to the following principles:

- **Support for First Nations Peoples**
BayFM acknowledges the Traditional Custodians of the land on which we operate. We are committed to including Aboriginal and Torres Strait Islander voices in our programming, supporting Indigenous initiatives, and promoting cultural understanding through respectful representation.
- **Equality and Respect:** All individuals are treated with dignity, fairness, and respect, regardless of gender, age, race, ethnicity, disability, sexual orientation, religion, cultural background, socio-economic status, or any other characteristic.
- **Accessibility:** We will ensure that our programs, services, and opportunities are accessible to all community members, particularly those from underrepresented or marginalised groups. This includes providing content in formats accessible to people with disabilities and creating environments free from discrimination.
- **Celebration of Diversity:** We celebrate the rich diversity within our community by providing a platform for a wide range of voices, perspectives, and experiences. We aim to highlight and amplify the stories of groups that are often underrepresented in mainstream media.
- **Safe and Welcoming Environment:** We strive to create a safe, welcoming, and supportive environment where everyone feels comfortable contributing. Any form of discrimination, harassment, or exclusion will not be tolerated.

4. Goals and Actions

To support our commitment to diversity and inclusion, BayFM will:

- **Diverse Representation:** Ensure that presenters, volunteers, and contributors reflect the diversity of the Australian community, including people from different cultural backgrounds, genders, abilities, sexual orientations, and experiences.
- **Inclusive Programming:** Develop and broadcast a wide variety of programs that represent the interests and voices of diverse community members. This includes promoting cultural diversity, local talent, and issues of social justice and equality.
- **Training and Education:** Provide regular training and resources for staff, volunteers, and contributors on diversity, inclusion, and cultural competency. This ensures everyone understands the importance of an inclusive environment and is equipped to address any challenges that may arise.
- **Community Engagement:** Actively engage with community groups, especially those that represent minority or marginalised communities, to understand their needs and perspectives. We will involve these groups in shaping our content and programming.
- **Feedback Mechanisms:** Establish clear channels for feedback from listeners, staff, volunteers, and community members to ensure ongoing improvement in our inclusivity practices. All concerns regarding discrimination or exclusion will be addressed promptly and with sensitivity.
- **Review and Accountability:** Regularly review this policy to ensure it remains relevant and effective. We will assess our progress towards our diversity and inclusion goals and make adjustments where necessary to enhance our commitment.

5. Commitment to Equity

We acknowledge that true inclusion is an ongoing process, and we will continue to work towards overcoming systemic barriers that prevent full participation in media and society. This means ensuring that all individuals, regardless of their background or situation, have the opportunity to contribute to and benefit from the station's work.

6. Anti-Discrimination

Discrimination of any kind, including but not limited to based on race, ethnicity, nationality, religion, gender, gender identity, sexual orientation, disability, age, or socioeconomic status, will not be tolerated at BayFM. To reinforce our values, BayFM encourages using inclusive, non-discriminatory language in all broadcasts, communications, and sponsor materials. All must be mindful of language that may exclude or offend groups and avoid reinforcing harmful stereotypes when on or off air. Any such behaviour will be met with appropriate action, including disciplinary or termination measures.

7. Conclusion

At BayFM, we believe that diversity strengthens our community and enriches the listening experience for everyone. We are committed to ensuring that all individuals have equal access to participate and contribute to our station's success. By upholding this Diversity and Inclusion Policy, we strive to create a radio station that is inclusive, representative, and equitable for all.