COMMITMENT STATEMENT

Workplace Diversity Program
The Australian Research Council (ARC) is committed to developing a culture that supports the principles of diversity. The ARC supports all forms of diversity which include, but are not limited to, “differences in gender, age, language, ethnicity, cultural background, disability, religious beliefs, sexual orientation and family responsibilities. In the workplace, it also encompasses differences between individuals in educational level, life experience, work experience, socio-economic background and personality.” (Australian Public Service Commission definition).

Workplace diversity is about creating a respectful and inclusive work environment that values and utilises the contributions of all employees, as well as addressing disadvantage or discrimination experienced by particular diversity groups within the workplace.

The ARC Workplace Diversity Program (WDP) will be built on the principle that a diverse workforce is innovative, productive and improves services. The ARC seeks to be representative of the Australian community and to make the fullest possible use of the range of diverse backgrounds, perspectives and talents of all our staff.

LEGISLATIVE FRAMEWORK AND WHOLE OF GOVERNMENT REQUIREMENTS
The legislative framework underpinning the ARC’s WDP includes:

- Racial Discrimination Act 1975;
- Sex Discrimination Act 1984;
- Australian Human Rights Commission Act 1986;
- Disability Discrimination Act 1992;
- Public Service Act 1999;
- Fair Work Act 2009;
- Carer Recognition Act 2010;
- Work Health and Safety Act 2011; and
- Workplace Gender Equality Act 2012.

Additionally, the Act and the Directions require all agencies to establish workplace diversity programs to assist in giving effect to the APS Values. Australian Government targets and APS-wide initiatives, for people with disability and Aboriginal and Torres Strait Islander people, will also inform the employment policies contained in the ARC’s WDP.

A successful Workplace Diversity Program has benefits for individuals, teams and the organisation overall. These benefits include:

- improved workplace relations and engagement;
- increased productivity and innovation;
- better relationships with clients and stakeholders; and
- the ARC being an employer of choice.

The principles underlying our diversity program:

- the differences each person brings to the workplace are acknowledged and valued;
- everyone is treated with respect;
- everyone is encouraged and supported in developing their career;
- staff are encouraged and supported in balancing their work and personal lives; and
- harassment and discrimination are not allowed.
The strategies of this plan for 2013-2017 are:

**Strategy 1:** Improve our ability to attract, recruit and retain people of diverse backgrounds and targeted under-represented diversity groups.

**Strategy 2:** Strengthen a respectful and positive work environment and culture, through awareness, commitment and work life balance.

**Strategy 3:** Improve our understanding of workplace diversity issues through consultation, leadership and teamwork.

Progress on the deliverables of the WDP will be regularly reviewed and reported on annually. They will be modified where necessary to ensure actions and targets remain relevant over the life of the Plan.

The ARC Workplace Diversity Program is the overarching program for the following established and to be developed diversity policies:

- Reconciliation Action Plan
- Indigenous Employment Strategy
- Agency Multicultural Policy
- Discrimination and Harassment-free workplace
- Employment of People with Disability

The ARC’s policies and procedures may only be altered by the CEO through consultation with the People Management and Development Committee (PMDC). Once this approval process has been completed, the ARC’s Workplace Diversity program will be made publicly available.