

# MELBOURNE COMMUNITY TELEVISION CONSORTIUM LTD

(ACN 104 562 076)

## Equity & Inclusion Policy

(Last amended date 2022)

### INTRODUCTION

Melbourne Community Television Consortium (MCTC) is committed to promoting equity, representation and inclusion within the television industry, and its local community by embracing and championing diversity.

Within the context of this document, diversity includes ethnicity and cultural background, gender, age, sexual orientation, physical abilities, family status, religious beliefs, perspective and experience. It also refers to diverse ways of thinking and working.

Gender equality refers to the equal access of rewards, resources and opportunities regardless of an individual's gender.

Our approach to inclusion encompasses the wide range of people and perspectives that make up our local communities, and the wider population that our station serves.

### OBJECTIVES

The MCTC has developed and implemented a number of objectives to continually promote diversity in the organisation and the support the aims of the Equity & Inclusion Policy.

These objectives include:

- gender equality in the governance, participation and leadership of the organisation;
- diversity of experience, thought and skillset on the Board, staff and all Station Participants
- gender pay equity;
- supportive and flexible work practices;
- fostering a culture conducive to respect and inclusivity;
- ensuring Station Participants and the broadcast represent the communities we serve; and
- providing guidance to member organisations to assist them in the development of equity and inclusion policies and implementation of measurable targets.

### ACTION

To ensure these objectives are met, it is the responsibility of the MCTC Board, Staff and Membership to regularly engage and educate each other, and to develop initiatives designed to further grow a socially cohesive and truly representative Community Television sector.

The MCTC Board and Staff will ensure that it meets all obligations with respect to state and federal legislative and regulatory reporting requirements regarding diversity and discrimination, whilst also monitoring and reporting on its own progress towards the objectives outlined in this policy document.

The MCTC pledges to continue to monitor the needs and desires of its communities of interest and reserves the right to update this policy to reflect these needs from time to time.

### GRIEVANCE PROCEDURE

A volunteer may invoke the MCTC Ltd Grievance Procedure.

### VOLUNTEER PRINCIPLES

MCTC Ltd recognises principles of the Universal Declaration of Volunteering as proclaimed by the International Association for Volunteer Effort (September 1990).

## ASSOCIATED DOCUMENTS

MCTC Ltd Code of Behaviour

MCTC Ltd Volunteer Policy

## AUTHORISATION

Signature of CEO

Name of CEO

Date

Signature of Board Secretary

Date of approval by the Board

Melbourne Community Television Consortium Ltd.

## ACCOUNTABILITY

Accountable / Responsible Officer

General Manager

Date

28 February 2022

Scheduled Review Date

28 February 2024