

Policy Statement on Diversity

The Policy Statement on Diversity outlines the Australian Red Cross position in relation to the promotion of respect for diversity and our humanitarian principles and the reduction of intolerance, racism and social exclusion in all its forms.

Australian Red Cross is a humanitarian organisation guided by the Fundamental Principles of the International Red Cross Red Crescent Movement (the International Movement). Red Cross is committed to improving the lives of vulnerable people in Australia and

internationally by mobilising the power of humanity. The International Movement is the largest humanitarian network in the world with over 100 million members and volunteers operating in over 186 countries.

With reference to the Fundamental Principle of Humanity, Australian Red Cross endeavours to prevent and alleviate human suffering guided solely by need and giving priority to the most urgent cases of distress. Red Cross does not discriminate as to nationality, race, culture, gender, sexual orientation, religious beliefs, social background, disability, family status, marital status, age or political opinions.



Australian Red Cross makes the following commitments in respect of *Diversity*.

To Provide Access and Equity to Red Cross People

Australian Red Cross will provide access and equity within our organisation, striving to create a culture of respect and dignity for all staff, volunteers, members and supporters. Australian Red Cross ensures that all statutes, policies and procedures reduce and dismantle barriers to substantive equality and participation at all levels of the organisation.

To Provide Access and Equity for Clients and Beneficiaries

Australian Red Cross is committed to access and equity for all clients and beneficiaries who seek to utilise our programs, services and activities regardless of their nationality, race, culture, gender, sexual orientation, religious beliefs, social background, family status, marital status, age or political beliefs.

To Focus on Marginalised Groups

Australian Red Cross will take action to combat the discrimination, racism and intolerance experienced by particular groups in society including Aboriginal and Torres Strait Islander people, culturally and linguistically diverse communities, people living with disabilities or a mental illness, those discriminated against on the basis of gender or sexual orientation, young people, homeless people, and people who have been in prison.

To Promote Respect for Diversity

Australian Red Cross will undertake programs, activities and services intended to promote social cohesion and participation, increase understanding, awareness and respect for difference, and build trust and co-operation among diverse communities.

All Red Cross People commit to promoting respect for diversity and our humanitarian principles, and pledge to combat intolerance, discrimination, racism and social exclusion, with a particular focus on mobilising the power of humanity to improve the lives of vulnerable people through services delivered and promotion of humanitarian laws and values.

