Diversity & Inclusion Policy
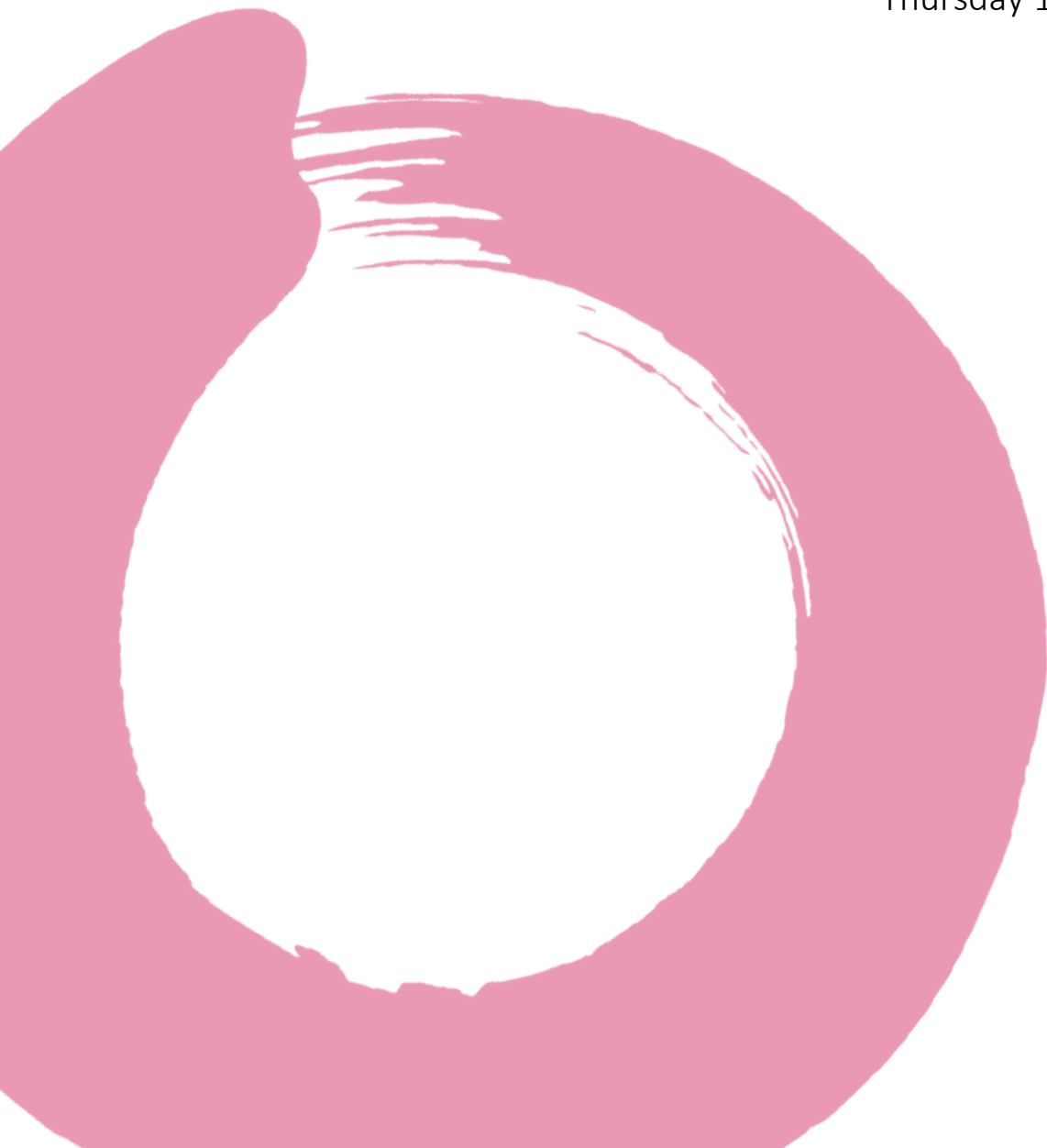# One Woman Project
2020-2025

Last updated by: Skye O'Halloran, National Co-Director
Thursday 10 February, 2022

1. Diversity & Inclusion Policy

Introduction

This Diversity & Inclusion Policy identifies the measures established within the One Woman Project to ensure our internal and external activities, workshops, meetings, recruitments and communications are diverse and inclusive.

The organisation may make alterations or additions to this policy from time to time. Should this be done, the organisation will update the policy document on the One Woman Project web site.

Targets

Through the One Woman Project's *Strategic Plan 20202-2025*, three-year and five-year diversity and inclusion targets have been identified, in particular:

- Commitment to 50% of the organisational team identifying as BIPOC;
- Commitment to 50% of the National team identifying as BIPOC;
- Commitment to 30% of the National team identifying as LGBTIQA+;
- Commitment to 30% of the National team identifying as having a disability;
- Commitment to 50% of the Board of Directors identifying as BIPOC.

In addition to these targets, the organisations has committed to the design, development and delivery of:

- Bodies caucus;
- BIPOC/CALD caucus;
- Caucus for gender-diverse individuals;
- LGBTIQA2SA+ caucus;
- Caucus for individuals with a disability; and
- Caucus for neurodiverse individuals.

This Policy is influenced by and accountable to the above targets set in the *Re-design of the Strategic Plan 2020-2025*.

Policy

Diversity and Inclusion Commitments

The One Woman Project:

- Believes in treating all people with respect and dignity;
- Strives to create and foster a supportive and understanding environment in which all individuals can reach their maximum potential, regardless of differences;

- Acknowledges that diversity can come in many forms: gender, cultural and linguistic diversity, ethnicity, age, language, sexuality and sexual orientation, religion, socio-economic status, ability, thinking styles, experience, class and education, amongst others;
- Commits to continually interrogating oppressive structures which may exist within the organisation;
- Commits to establishing and providing resources, support, voice and action to the following internal caucuses:
    - Bodies caucus;
    - BIPOC/CALD caucus;
    - Caucus for gender-diverse individuals;
    - LGBTIQA2SA+ caucus;
    - Caucus for individuals with a disability; and
    - Caucus for neurodiverse individuals.
- Recognises that racism, ageism, homophobia, transphobia, sexism and other forms of discrimination are problems both for our organisation and society as a whole, and that the work against this discrimination is never finished;
- Commits to fostering a culture that encourages collaboration, flexibility and fairness to enable all to contribute their best selves.

Diversity and Inclusion Training

The One Woman Project commits to the provision of diversity and inclusion training (including generalist training, training in anti-racist work and training in understanding oppressive structures, amongst others), at least four times annually to the wider team.

Diversifying Recruitment Pools

The One Woman Project commits to diversifying its recruitment and candidate pool through:

- Posting vacant positions on the One Woman Project website and social media, and additionally across at least one volunteer role site (eg: GoVolunteer or CareerHub) and one jobs sit (eg: Seek or EthicalJobs);
- Establishing an online form for individuals to contact the organisation and speak directly via phone about volunteer roles;
- Removal of the CV requirement from the online application form;
- Providing an alternative form (in both pdf and word document versions) to the online application form; and
- Where applicable, providing physical forms to complete at events and workshops.

Equity Audit

The One Woman Project commits to undertaking an internal Equity Audit annually, and an external Equity Audit every three years, and enacting the recommendations drawn from these auditing processes.

Structure of Caucuses

As noted, the One Woman Project is committed to establishing and providing resources, support, voice and action to the following internal caucuses:

- o Bodies caucus;
- o BIPOC/CALD caucus;
- o Caucus for gender-diverse individuals;
- o LGBTIQA2SA+ caucus;
- o Caucus for individuals with a disability; and
- o Caucus for neurodiverse individuals.

The process of this is as follows:

Action	Details	Responsibility
Call for nominations	Open nominations asked for from the broader team to lead, establish and be the go-to person for each of the relevant caucuses, noting: • BIPOC/CALD caucus: must be led by a person of colour, a culturally and linguistically diverse individual and/or a First Nations individual; • Bodies caucus: must be led by a member of the caucus; • Caucus for gender-diverse individuals: must be led by a gender-diverse individual; • Caucus for neurodiverse individuals: must be led by a neurodiverse individual; • LGBTIQA2SA+ caucus: must be led by a LGBTIQA2SA+ person; and • Caucus for individuals with a disability: must be led by a person with a disability (visible or invisible). The role of this go-to person would be: • To moderate and facilitate discussion for this caucus in the relevant caucus closed Slack channel; • Support constructive discussion and recommendations in the Slack channel; • Bring these recommendations to a quarterly meeting of all caucus go-to people; and • Following this quarterly meeting, advise the National and Executive Teams of the agreed-upon recommendations to implement, based on caucus discussions.	National Co-Directors
Identification	Identification and selection of these go-to people and briefing meeting acknowledging their role, responsibility and power.	National Co-Directors
Opening of Slack channels	Opening of relevant Slack channels and inviting team members to join the relevant channels	National Co-Directors & Caucus Leaders

Schedule	Schedule the quarterly meetings of Caucus Leaders	National Co-Directors