Inclusion and Diversity Statement

cyrenian HOUSE
ALCOHOL & OTHER DRUG TREATMENT SERVICE

> " At Cyrenian House we value diversity of thought and experience and believe that our inclusive culture contributes to our success.

We are a diverse workplace that reflects contemporary, multicultural Australia, valuing differences and make every individual feel welcome, supported, and safe.

Cyrenian House values the uniqueness of individuals who may vary in many different ways, including race, ethnicity, culture, social class, gender, age, religious belief, sexual identity, mental and physical ability. **We celebrate and promote this diversity as a strength of our organisation.**

Cyrenian House is committed to:

treating all people with dignity and respect

developing inclusive leaders who value and have a deep understanding of inclusion and diversity, and the capability to build inclusive teams and working environments

delivering programs providing support services that enable all consumers and workers to feel that they belong and are valued individuals who can reach their full potential

communicating our progress towards our inclusion and diversity objectives across the organisation and externally

identifying and cultivating partnerships and stakeholder relationships that promote and improve inclusion and diversity within Cyrenian House, for our consumers and in the community

providing support and upholding a robust standard of cultural competence by recognising cultural needs and reviewing programs to ensure they meet the needs of Aboriginal, Torres Strait Islander, CaLD and LGBTQI+ communities

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The Executive, supported by the Committee of Management, and aligned to our Mission and values, are accountable for driving the strategy and engaging every individual to deliver on our diversity and inclusion commitment. We must be authentic, courageous and bold in the steps we take. We are learning as we go and will face challenges, but as one team, doing what's right, we will make it happen.

Carol Daws
CEO of Cyrenian House

Healthy, inclusive and harm-free communities