

Easy English **Diversity & Inclusion Roadmap**

Anglicare WA's way of striving for a fiercely inclusive organisation, leading up to 2030

WE ARE
FIERCELY
INCLUSIVE



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Who we are

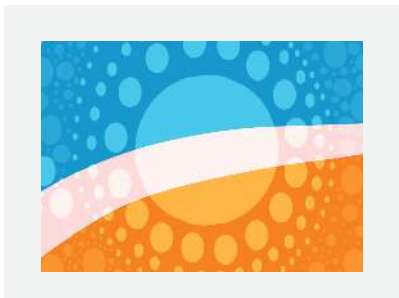


This plan was made by Anglicare Western Australia.
When you see the word 'we' it means Anglicare WA.



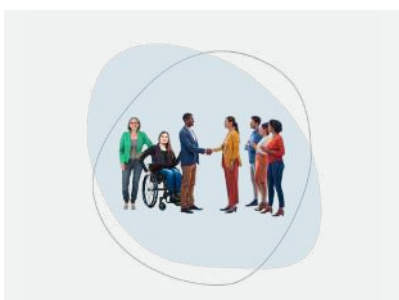
We believe in a fair Western Australia where
everyone can **thrive**.

That means they can live a good life.



We show our respect to the Aboriginal and
First Nations people of this land.

We show our respect to their Elders.

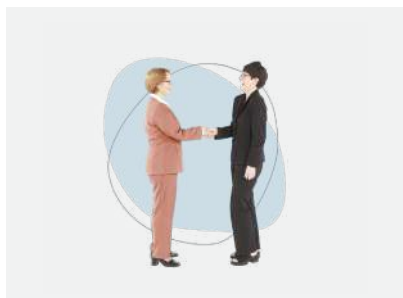


We will work together with the peoples of this land.

We will make change happen, together.



About this plan



At Anglicare WA, we want everyone we work with to feel safe and welcome.



We want to make sure we are **inclusive** in our work.

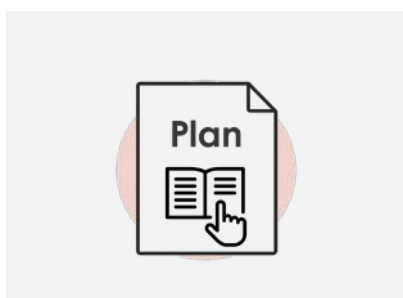


Inclusive means

- we welcome and include everyone
- we make sure everyone can join in and take part.



The plan explains the actions we will take for 4 years between now and 2030.



This plan is in Easy English.

You can read the full plan at

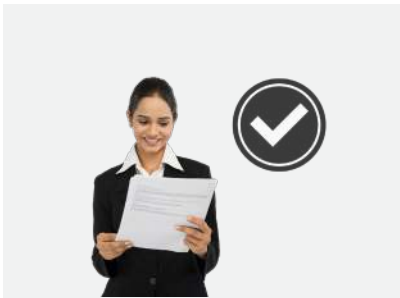
www.anglicarewa.org.au/our-initiatives/diversity-and-inclusion.





We also call this plan a **roadmap**.

It show us how to get to where we want to go.



Our leaders support this plan.

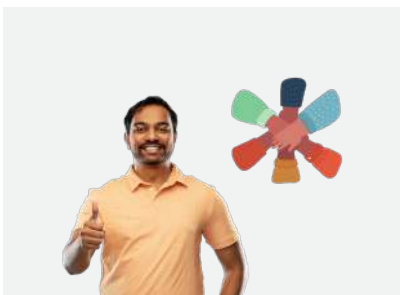


Our people have told us what they want in this plan.

This includes people from diverse backgrounds.



We will all work together to be more inclusive.



We understand this is not always easy.

But we will keep working together and find ways to improve.





We will check if our work is making things better.



We will collect information and ask people what they think.



We will measure our progress and share what we learn.

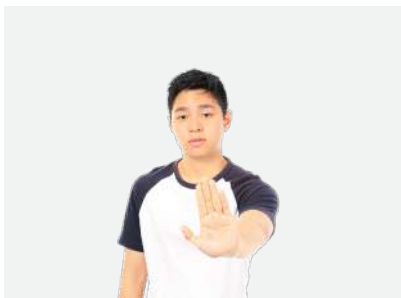


Our goals



We believe every person should be treated with respect.

We want to make sure everyone can have a good life and do well.



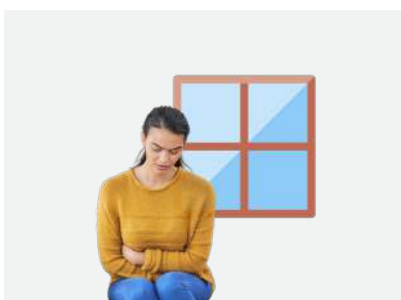
But sometimes people can face **barriers**.

A barrier is something that stops a person from being included and taking part.



Sometimes people can face **discrimination**.

That is when others treat a person unfairly because of who they are.



We want to take away barriers that stop people

- from being included
- from living a good life.



This plan shows what we will do to make this happen.

It explains our work on **diversity** and **inclusion**.



What is diversity?



Diversity is when people come from different backgrounds and groups.



For example:

People may come from other cultures or countries.

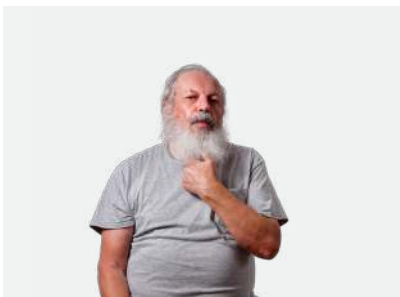


People may speak other languages.



People may have disabilities.

People may think and learn differently.



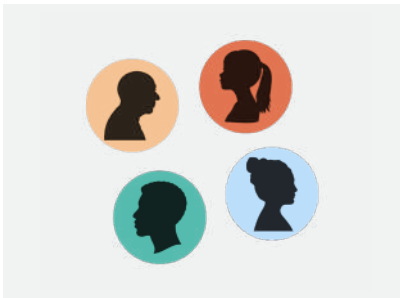
People all have different **identities**.

Identity is who you are.





A person's identity can be shaped by many things like:



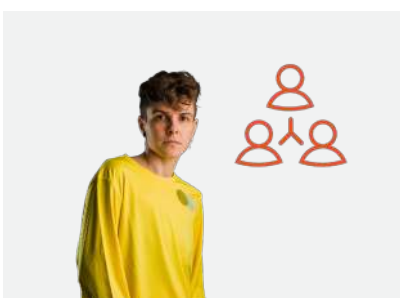
- their age
- their gender
- their culture
- their work and other life experiences.



Some people belong to more than one group.



For example, a person may have a disability and come from another culture.



Different parts of a person's life can affect their experiences.

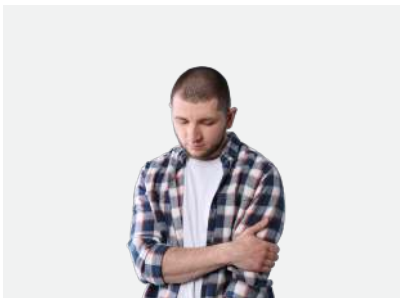




Sometimes people are not included because of who they are.



They might not get the same chances as other people.



This makes it harder for people to have a good life and do well.

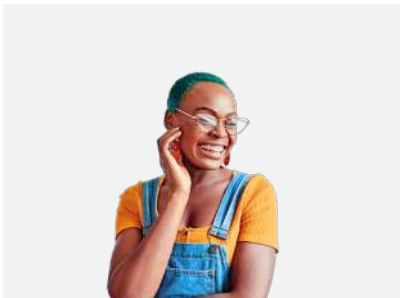


What is inclusion?



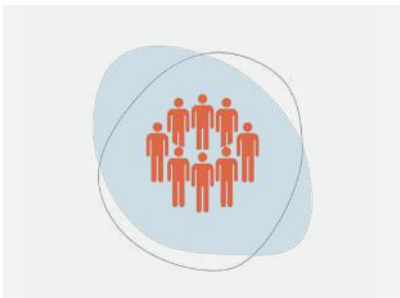
Inclusion is when

- we welcome and include everyone
- we make sure everyone can join in and take part.



When we are **inclusive**, it means:

- Everyone feels valued for who they are.



- Everyone feels connected and feels like they belong.



- Everyone can share their skills and do what they are good at.



- Everyone has the chance to learn and grow.



Parts in this plan



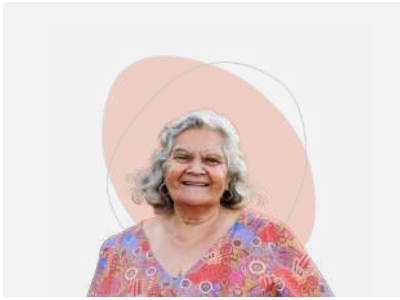
There are 5 main parts in our plan.

Each part explains how we will include people from different backgrounds in our work.

Important groups of people we want to include are:

- people with disabilities
- people who are neurodivergent
- people who are LGBTQIA+
- women and people of all genders
- people from other cultures or countries
- people who speak other languages



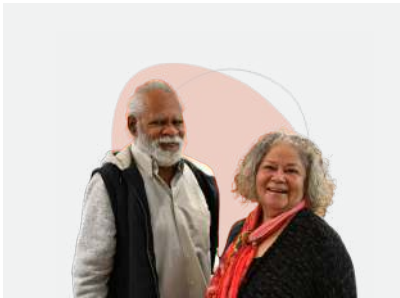


Aboriginal and Torres Strait Islander Peoples are important to us.

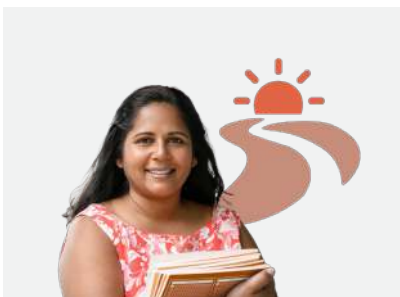


We have a separate Reconciliation Action Plan that explains this work.

You can [read our RAP plan on our website](#).



We will continue to listen, learn, and work together with Aboriginal and Torres Strait Islander Peoples.



This helps us build a more inclusive future for everyone.



Part 1: Use facts and information



We want to measure how well we include people in our work.

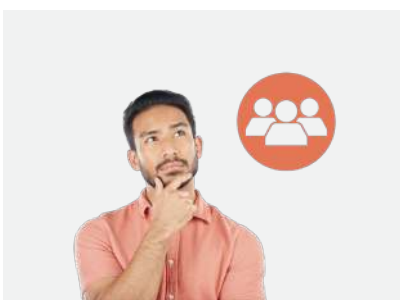


We will use facts and information to tell us

- what we are doing well
- what we can do better.



We will collect information about the people we work with so we can understand who they are.



We will look at how we include people from different backgrounds in our work.



We will think about how different parts of a person's identity can affect them.

For example, a person's disability or gender.

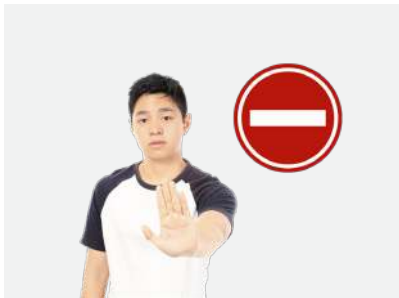


Part 2: Listen and take away barriers



We want to listen carefully to people's experiences.

We want people to feel safe to speak up and take part.



We want to take away barriers that stop people from being included and taking part.



We will listen to people and ask for **feedback**.

Feedback is when people tell us what they think.



We will make sure our work rules are safe and fair for everyone.

We will solve problems in a fair way.



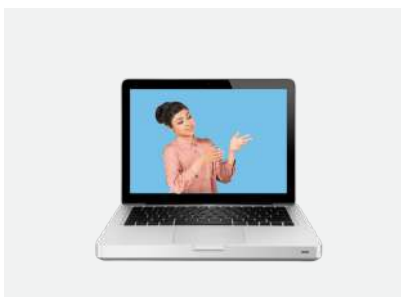
We will make sure everyone can get support to stay well and feel okay.



Part 3: Support our staff



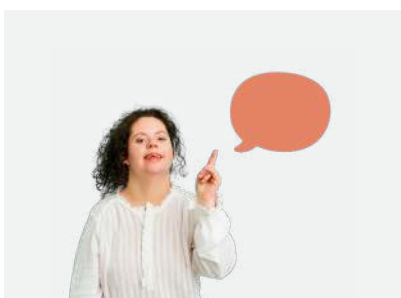
We want to support our staff so they know how to be inclusive.



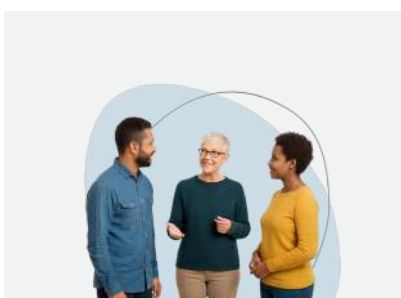
We will teach our staff about inclusion and help them learn skills.



They will learn how to work with people and include people from different backgrounds.



We will support our Inclusion Groups to speak up.
So they can tell our leaders what is important.



We will help our teams make change in the communities they work in.

They will support people from different backgrounds to speak up and take part.



Part 4: Be inclusive in our work



We want our people to value inclusion and understand why it matters.



We will talk about inclusion in our workplace and in the community.



We will show people that inclusion is important to us.



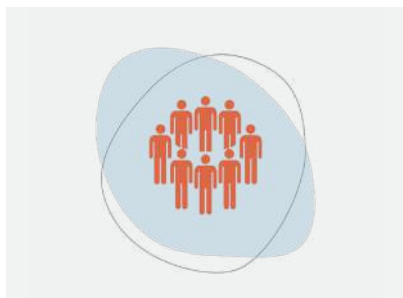
We will show people what good inclusion looks like.



We will celebrate the people who help make inclusion happen.

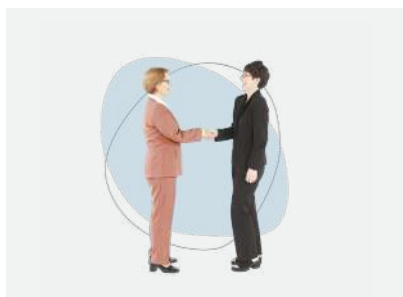


Part 5: Important groups of people

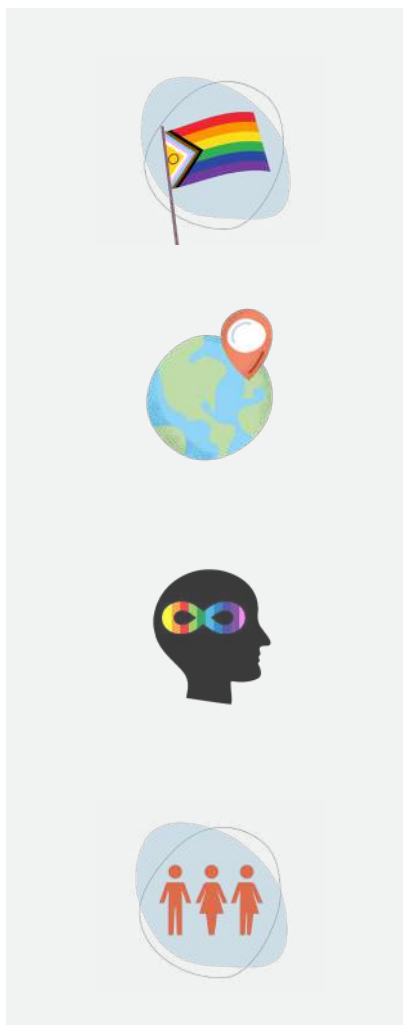


Part 5 is about the groups of people we want to focus on.

We want to make a real difference for these groups.



We want to make sure they are included in our workplace and in our communities.



These important groups are:

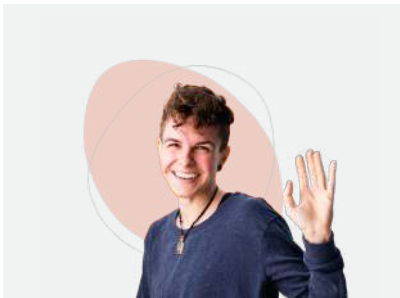
- people who are LGBTQIA+
- people from different cultures and from other countries
- people with disability and people who are neurodivergent
- women and people of all genders



People who are LGBTQIA+



We want to make inclusion better for people who are LGBTQIA+.



We want the LGBTQIA+ community to feel that they belong.

They are important to us.



We will make sure staff who are LGBTQIA+ can

- feel safe at work
- get the support they need.



Our staff will learn how to support people who are LGBTQIA+.



We will listen to LGBTQIA+ experts.

They will help us to work in a safe and respectful way.



People from other cultures and countries

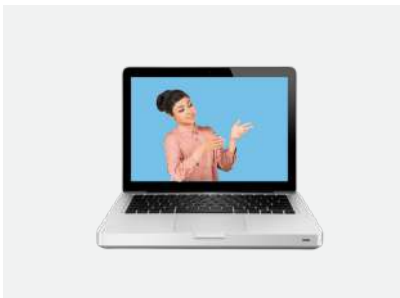


At Anglicare WA it is important to include and respect people from all cultures.



Our workers will learn how to stand up to **racism**.

Racism is when someone treats a person badly because they are from a different culture.



Our staff will be able to learn about working with people from other cultures.



We will get support from groups who understand how to work with people from other cultures.



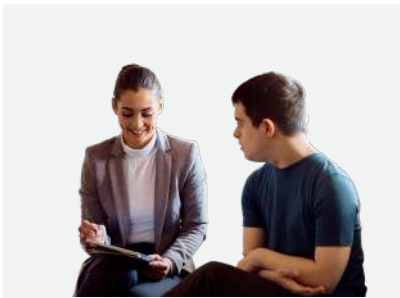
They will help us learn and work well with people of all cultures.



People with disabilities and people who are neurodivergent

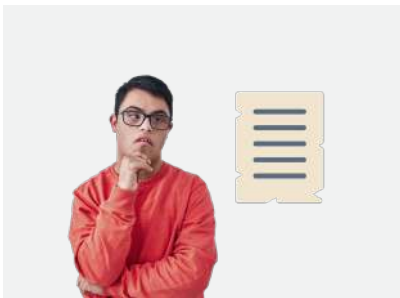


Neurodivergent means someone has a different way of thinking or learning.



We will make sure people who are neurodivergent are included in our workspaces.

They can understand and take part in our work.



We will share information in different ways when people need it.



Some people with disability may need changes in the workplace so they can do their job well.

We will do this in a quick and fair way.



We will support people with **hidden disabilities**.

This means a disability that other people cannot see.



Women and people of all genders

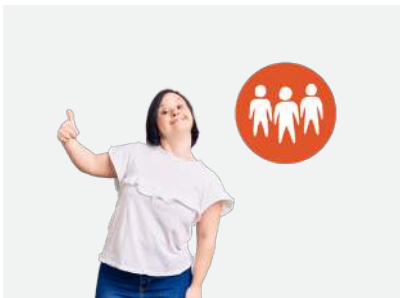


We want women and people of all genders to be part of our workplace.



They are important to us.

They can help make our workplace fair for everyone.



We will meet the rules for **gender equity**.

Gender equity means being fair to people of all genders.



We will support women at work when they go through **menopause**.

This is a normal part of getting older.

Changes at this time can affect how a woman feels.



We will make sure people can get fair **leave for parents**.

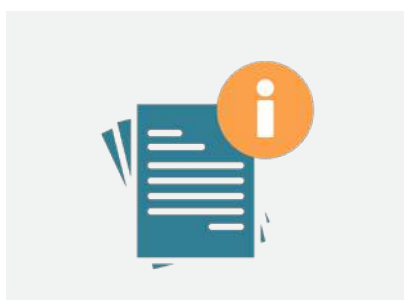
This is when a parent needs time to look after their new baby.



How to contact us



You can contact us if you want to know more about our work.



You can also ask us for this information in a way that is easier to read or understand.



Email inclusion@anglicarewa.org.au



Visit our website at
www.anglicarewa.org.au/our-initiatives/diversity-and-inclusion





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