



Diversity and Inclusion Policy

In this policy we will refer to Mosaic Multicultural Connections as *Mosaic* or we.

Introduction

Everyone at Mosaic, including board directors, management, staff and volunteers, is committed to ensuring that we demonstrate our commitment to diversity and inclusion. Everything Mosaic does is guided by fairness, equality, and respect for the dignity of every person.

Diversity and Inclusion Policy

At Mosaic, we respect and value everyone's different backgrounds, beliefs, and experiences. We are committed to building an inclusive workplace that welcomes people from all cultures and viewpoints. We work to create a connected community where diversity is celebrated, everyone is treated fairly, and our services reflect the rich diversity of Australian society.

How We Implement This Policy

We ensure all programs, services, and policies reflect respect for cultural diversity.

We build an inclusive and flexible workplace that values Australia's multicultural society, supports Indigenous cultures, encourages participation from all backgrounds, and celebrates cultural events.

We promote a diverse and bilingual workforce, report on staff diversity, create opportunities for Indigenous employment, and provide training to help everyone understand and respect cultural differences.

We also offer culturally appropriate support for our clients, staff, and volunteers whenever possible.

Decision Making

Whenever possible, we will make decisions with input from staff, volunteers, and clients from different cultural and personal backgrounds. This helps ensure decisions reflect a range of perspectives and experiences.

Cultural practice

At Mosaic, everyone has the right to follow their own cultural traditions and share their ideas freely, if it is done respectfully. The Board and management are committed to providing a safe, inclusive environment where all cultures are valued, and no one faces discrimination, harassment, or bullying.