

Diversity and Inclusion

Position Statement

Introduction

yourtown is committed to providing innovative quality programs and services that support young people and their families, especially those who are marginalised and without voice.

Our organisational values guide our work and accordingly we are committed to working and responding effectively across society in a way that acknowledges and respects the varied cultures, experiences and backgrounds of all people.

yourtown's Position

We acknowledge the rights of all people to dignity, equity, respect, and choice in the way in which they live their lives.

We recognise that the development and delivery of innovative programs will only be achieved through the engagement of people with varied perspectives, experiences and talents.

We acknowledge that there continue to be groups in society impacted by exclusion, and inequality, and therefore we have developed targeted affirmative strategies including:

- Youth participation, actively seeking input from young people, often with lived experience, in the development of programs and advocacy agendas
- LGBTIQ+ Champions Project, which aims to strengthen and evolve **yourtown's** capacity as an LGBTIQ+ inclusive, accessible and safe organisation
- Reconciliation Action Plan, which outlines our commitment and goals in working in partnership with Aboriginal and Torres Strait Islander people.

Accordingly **yourtown**:

- Aims to provide equitable access to all services and programs, subject to specific/targeted program criteria
- Includes the voice of clients in the research, development and evaluation of programs and services
- Provides inclusive workplaces respectful of the individuality of our values
- Seeks opportunities to learn from those who have a lived experience of exclusion, isolation and intolerance
- Aims to utilise our knowledge and influence to advocate for those who continue to face exclusion and intolerance.