



# position statement

## diversity and inclusion

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Applies to	All yourtown		

## 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. **yourtown** values dignity, equity, respect, and choice, and recognises the importance of diverse perspectives. **yourtown** has developed affirmative strategies including youth engagement, LGBTIQ+ inclusion, and a Reconciliation Action Plan.

## yourtown's position

We aim to provide equitable access to services, include client voices in program development, create inclusive workplaces, learn from those with lived experiences of exclusion, and advocate for those facing exclusion and intolerance. We acknowledge and seek to support and promote 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 have developed and will continue to invest in targeted affirmative strategies including but not limited to:

- Youth engagement, 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.

We also acknowledge neurodiversity and recognise the natural variation in how our brains think, process, learn, feel, perceive, and are motivated into action. By acknowledging this diversity, we can better engage with our team and enhance the provision of our service.

## yourtown's commitment

- *Ensuring Equitable Access:* We strive to provide equitable access to all services and programs, tailored to meet specific and targeted program criteria.
- *Amplifying Client Voices:* We actively include the voices of our clients in the research, development, and evaluation of our programs and services.
- *Fostering Inclusive Workplaces:* We are committed to creating inclusive workplaces that respect and celebrate the individuality of our values.
- *Learning from Lived Experiences:* We seek opportunities to learn from those who have experienced exclusion, isolation, and intolerance.
- *Advocating for Inclusion:* We aim to utilise our knowledge and influence to advocate for those who continue to face exclusion and intolerance.

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