

Diversity and Equity in a Code of Conduct

Integrating diversity and equity into your organisation's Code of Conduct can help you to create a culture of respect and support and ensure your staff and volunteers are upholding best practices. Below we have provided some examples of **key points** you may wish to include.

- Treat community members, volunteers and staff with respect, courtesy, sensitivity, honesty and fairness and recognise their interests, rights, experiences, safety and welfare.
- Actively engage with people with different identities and experiences. Don't be held back by unfamiliarity, judgement, or the fear of saying or doing the wrong thing.
- Use common sense, respect, kindness and curiosity to engage with new people, learn how to best support them, and help them feel welcome and included.
- People should be treated as individuals. Respect everyone's identity even when it is different from your own.
- Be respectful and inclusive by embracing diversity including age, cultural background, sexual orientation, language, disability, religion, gender identity or any other status.
- Use positive, inclusive, respectful, non-judgmental, non-offensive and person-first language.
- Aim to develop a relationship with fellow staff and volunteers that is cooperative, productive, constructive, helpful and collaborative and based on mutual trust and respect. Conduct the relationship with courtesy and respect while acknowledging the value of diversity and the right for all points of view to be heard and considered.
- Resolve interpersonal conflict with humility, kindness, courage and forgiveness. Seek assistance from appropriate leaders promptly if needed.
- Actively promote cultural safety and inclusion to staff, volunteers, and community members. Create an environment free from fear, harassment, racism or exploitation.
- Collaborate with people with different lived experiences when creating policies and initiatives designed to support [your organisation's] commitment to equity, diversity and inclusion.
- Regularly review and update the code of conduct to address emerging issues and ensure it remains relevant.

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