



Justice, Equity, Diversity and Inclusion (JEDI) Policy

Amendment Log

Change	Section	Date	Responsible
Updated to align with new strategic plan	Purpose	17/06/2024	CC
Commitment to pursuit of racial justice added as a policy principle	Policy Principles	17/06/2024	CC
Definitions added for terms; anti-racism, and racial justice.	Definitions	5/08/2024	CC/NM
References to International Program replaced with Pasifik Program	Entire Policy	5/08/2024	CC
Additional EDO policies added to relevant policy list	EDO Policies	6/08/2024	NS/NM

Introduction

The Environmental Defenders Office Ltd (EDO) is committed to building an organisation where there is a celebration of togetherness and contribution. We want our joint understanding of who we are as an organisation, as well as our actions, to enable everyone in the EDO community to feel that they belong.

The values and principles of justice, equity, diversity and inclusion are fundamental to EDO's genuine desire to reflect the community in which we operate, so that we can be stronger as an organisation and provide the best advocacy, representation and access to justice.

EDO takes a broad interpretation of JEDI principles and is genuine in its desire to be an organisation that will not condone any systems which challenge these principles, including, but not limited to, racism, colonialism, ableism, homophobia, transphobia/cissexism, sexism/patriarchy, class inequity, religious intolerance.

Purpose

EDO acknowledges that unless the JEDI principles are deeply and systemically embedded into its culture, structure and the attitudes of the EDO Community that it is unlikely to remain more than a policy aspiration.

This policy underpins EDO's JEDI Strategy, and together they seek to support the achievement of EDO's Cultural Strategic Objective of EDO's Strategic Plan 2024 – 2029

Scope

This policy is pertinent for the whole EDO community - our staff, volunteers, Board, Council, clients, partners, contractors and supporters.

Definitions

Justice: correcting wrongdoings that have happened as well as promoting, valuing and seeking truth and

accountability for harms caused, whether said harm was intended or not. Justice is shifting power and resources so that everyone in the EDO community is supported and has a voice. Further, the history of colonisation in Australia and across the Pacific, and its continued manifestations, requires us, as we undertake our work, to understand the region's true history, First Nations' sovereignty and the central role First Nations and indigenous peoples play in the protection and restoration of nature.

Equity: equitable treatment and access to resources, support and representation for all members of our EDO community. This means being able to engage and participate in transparent and fair decision making and legal processes, which will empower those most impacted by these decisions and processes.

Diversity: recognising that each individual is unique and that their differences are positive and add important perspectives.

Inclusion: a feeling of belonging. Inclusion is being part of an EDO community where you feel that you can be yourself, that your voice is heard and that you are empowered.

EDO Community: includes our staff, volunteers, Board, Council, clients, partners, contractors and supporters.

Protected Attributes*

Under the Fair Work Act, discrimination occurs in the workplace when an employer takes adverse action against an employee or prospective employee because of a protected attribute. Protected attributes are defined as follows:

- Race
- Colour
- Sex
- Sexual orientation
- Age
- Physical or mental disability
- Marital status
- Family or carer's responsibility
- Pregnancy
- Religion
- Political opinion
- National extraction
- Social origin

* list from Fairwork Australia, <https://www.fairwork.gov.au/employee-entitlements/protections-at-work/protection-from-discrimination-at-work>

Identified positions: positions where an employer may identify that a position is to be filled only by a

person with a particular attribute. This might mean an Aboriginal or Torres Strait Islander, a person of Pasifik Island heritage/descent, people with disability, people of a particular sex or of a particular age.

Anti-racism: everyday deliberate actions that aim to eradicate the racism that exists at interpersonal and systemic levels. It means actively standing up to and challenging racism¹. Anti-racism involves actively attempting to combat racist policies, practices, culture and ideas. Antiracism is about more than being 'not racist'. It involves active decisions that seek to combat injustice and promote racial equity. It can be helpful to think of anti-racism as a skill set that we can all develop and use to promote a better, more equitable society².

Racial Justice: The systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. It is not just the absence of discrimination and inequities, but also the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures. The pursuit of racial justice seeks to remove the racial hierarchies that deny justice to people of colour.

Policy Principles

- EDO is committed to complying with all discrimination legislation, which protects people from adverse actions in the workplace because of a protected attribute(s).
- While complying with legislation, EDO prefers to reframe the conversation around JEDI to focus on systems rather than protected attributes to ensure that we meet our commitment to justice as well as diversity.
- EDO recognises that rigid systems can limit people by creating and reinforcing assumptions and systems of privilege, which in turn affect recognition in society and the range of positions and opportunities open to individuals.
- Justice, Equity, Diversity and Inclusion principles and values are to be manifested at every level of EDO through the structures, policies, communications, attitudes and actions of the organisation and the EDO community.
- Everyone in the EDO community will be supported and encouraged to understand each other's perspective, and to develop new insights while reflecting on currently held ideas and exploring evidence which might push them beyond comfortable preconceptions.
- EDO acknowledges lived experiences and resolves to respect lived experience and to value those experiences as a form of expertise.
- Everyone in the EDO community has the opportunity to participate fully and is valued for their individual skills and experiences.
- Everyone, irrespective of position, deserves to be treated with dignity, respect and fairness.
- All employees, volunteers, contractors and Board members are expected to conduct themselves in a way that reflects inclusion.

¹ Diversity Council Australia, Racism at Work: How Organisations Can Stand Up to and End Workplace Racism, Sydney, Diversity Council Australia, 2022

² EDO's Cultural Safety Policy

- Treating people equitably does not mean treating all people the same way.
- EDO will be transparent and reflective with regards to progress made in relation to JEDI.
- EDO is committed to the pursuit of racial justice.

JEDI Principles and Values for Internally Facing Issues

1. Building, retaining and developing a diverse workforce

EDO is committed to the inclusion and representation of those who are at-risk and those who are affected by the intersecting drivers of marginalisation and exclusion, including but not restricted to racism, colonialism, ableism, homophobia, transphobia/cissexism, sexism/patriarchy, class inequity, and religious intolerance.

- 1.1. EDO acknowledges that there are different social constructs that exist (that have been created) that impact on the experiences that individual EDO staff have in the workplace.
- 1.2. EDO resolves to have an equitable and consistent approach to recruitment and selection across the organisation in order to attract, select and retain the best person for the job regardless of their personal attributes.
- 1.3. In appropriate circumstances, the adoption of *Identified Positions* enables EDO to purposefully afford opportunities to people with different protected attributes and other lived experiences that are under-represented within the EDO community.
- 1.4. Everyone within EDO will be provided an equal opportunity to perform to the best of their ability and to contribute to the success of EDO.
- 1.5. EDO acknowledges that in order to provide equal opportunities to all staff that sometimes we will need to provide more support and training to some employees than others.
- 1.6. EDO acknowledges that our workplaces haven't always ensured accessibility and that some of our workplaces continue in practice to exclude people. EDO has a commitment to improving workplace accessibility, and will engage in practical measures to ensure that our workplaces are accessible, or if not, that other measures (such as remote working) are put in place to ensure that no one is excluded due to an inaccessible workplace, including but not limited to access to bathrooms, ramps/lift access to EDO offices, and accessible office equipment.
- 1.7. EDO seeks to make our workplace as inclusive as possible consequently, EDO affords:
 - 1.7.1. Flexible working conditions, (as outlined in our Flexible Working Policy).
 - 1.7.2. a variety of leave arrangements – including leave arrangements which recognise the importance of culturally significant events/dates and religious holidays which are not recognised in Australia, as documented in the EDO Leave Policy.
- 1.8. While communicating with others, everyone is encouraged to use inclusive language so that messaging is accessible across the EDO community.
- 1.9. A commitment to cultural competency and anti-racism training and practice across the organisation.

2. Developing a JEDI informed EDO culture

- 2.1. EDO seeks to have an internal culture in which all staff, volunteers and board directors feel they belong. To do so we:

- 2.1.1. aim to achieve justice in both our processes and outcomes.
- 2.1.2. recognise and seek to overcome barriers to equity, within and outside EDO.
- 2.1.3. value and celebrate diversity and diverse perspectives.
- 2.1.4. ensure that staff, volunteers and board directors incorporate JEDI values and principles into their decision-making processes.
- 2.1.5. seek to adopt a decolonial understanding as we undertake our work.
- 2.1.6. embrace and provide appropriate learning opportunities for staff about JEDI values and principles.
- 2.1.7. create an inclusive and forward-thinking work environment where the main driver is the success of everyone.

JEDI Principles and Values for Externally Facing Issues

1. Embracing JEDI in our public-facing identity
 - 1.1. EDO resolves to use a JEDI lens in order to inform decisions relating to our work in the areas of media, marketing, communications, philanthropy and fundraising.
 - 1.2. EDO and its employees' communications for a public audience should embrace the JEDI principles and values.
 - 1.3. EDO resolves to share progress on its work relating to JEDI principles and values with the wider community.
2. Diversifying our client and supporter base
 - 2.1. EDO is committed to developing processes to diversify its client base in order to expand access to justice for those that need it the most.
 - 2.2. EDO aims to incorporate additional diversity into its supporter base through values-based communication.
 - 2.3. EDO is committed to reaching out to communities that are underrepresented in order to understand their needs and look for common ground.
3. Ensuring shared values
 - 3.1. Where appropriate and practicable MOUs and agreements entered into by EDO with another organisation should include reference to the JEDI values and principles.
 - 3.2. EDO aims to work with partner organisations through inclusive and equitable practices.

JEDI Principles in relation to EDO's Work in the Pasifik

In addition to the general principals outlined above, EDO is committed to meeting its JEDI related obligations according to the ACFID Code of Conduct.

1. Promoting gender equality and equity
 - 1.1. EDO commits to promoting gender equality and equity and to non-discrimination in regard to gender identity.

- 1.2. EDO is committed to removing any remnants of systems of sexism, patriarchy, transphobia, and cissexism within the EDO community in order to promote gender equality, as we recognise that social injustice will exist until all people have equal rights and opportunities.
- 1.3. EDO recognises that power relations between genders are unequal and that we must challenge patriarchy and promote gender equality to achieve social justice.
- 1.4. EDO acknowledges that its JEDI policy as related to its overseas work will be implemented in the context of the local legal and cultural environments.
2. What we need to do to implement our commitment to promoting gender equality and equity
 - 2.1. Ensure all members of the EDO community engaged in our Pasifik Program work are in support of gender equality and women's empowerment.
 - 2.2. Identify potential risks in our Pasifik Program work and take steps to mitigate unintended consequences that could lead to gender disempowerment.
 - 2.3. Ensure, where appropriate, possible and practicable that:
 - 2.3.1. Our planning processes include consultation with those marginalised due to gender.
 - 2.3.2. We promote opportunities for those marginalised due to their gender, in particular women and girls, to participate in decision-making.
 - 2.3.3. We monitor and evaluate our progress in promoting gender equality and equity.
 - 2.4. Ensure that our program partners in the Pasifik are well-versed in relation to women's rights and LGBTIQ+ movements in order to promote shared goals.
 - 2.5. Recruit and retain staff with a commitment to gender equality, build staff and partner capacity and skills in gender equality and diversity and ensure that all annual operating plans job descriptions and performance plans reflect EDO's Pasifik Program's commitment to gender equality.
 - 2.6. Be open and transparent on progress on gender equality in our work.
 - 2.7. Take all measures to prevent and respond to all forms of sexual harassment and violence, and sexual exploitation and abuse of vulnerable peoples.
 - 2.8. Ensure all external marketing, fundraising and communications respect and uphold our commitment to social justice and gender equality including being respectful, using inclusive and positive language and images and avoiding stereotypes with particular attention to those based on gender.
3. Promoting the empowerment of people with disability
 - 3.1. EDO is committed to recognising, respecting and promoting the rights of all people, including those that live with disability.
 - 3.2. EDO resolves to remove barriers, including those that are physical, attitudinal and related to information and communication, so that members of the EDO community with disability can participate equally.
 - 3.3. EDO recognises that other factors can also affect the experiences and opportunities of people with disability, and that different identities can interact further to marginalise people.
4. What we need to do to implement our commitment to promoting the empowerment of people with disability

- 4.1. Recognise, respect and promote the rights of all people including those with disability.
- 4.2. Ensure where appropriate, possible and practicable that:
 - 4.2.1. Our planning processes include consultation with people with disability.
 - 4.2.2. We promote opportunities for people with disability to participate in decision-making.
 - 4.2.3. We monitor and evaluate our progress in promoting the empowerment of people with disability.
- 4.3. Ensure that person-first language is used for example people with disability, or people with lived experience of disability as well as people without disability.
- 4.4. Ensure that people can choose to share information about their disability/impairment with EDO without harm being caused.
- 4.5. Respect lived experience of people with disability, and to value those experiences as a form of expertise.
- 4.6. Recruit and retain staff with a commitment to equality and empowerment of people with disability, build staff and partner capacity in this area, and ensure that all annual operating plans, job descriptions and performance plans reflect EDO's Pasifik Program's commitment to equality for people with disability.
- 4.7. Be open and transparent on progress in promoting the empowerment of people with disability in our work.
- 4.8. Ensure all external marketing, fundraising and communications respect and uphold our commitment to promoting the empowerment of people with disability including being respectful, using inclusive and positive language and images and avoiding stereotypes.

Responsibilities

- Everyone within the EDO community is responsible for embedding the principles and values of JEDI into their everyday behaviour, language and decision making.
- Everyone within the EDO community is expected to participate in the delivery of the EDO JEDI strategy.
- The Head of People and Culture is responsible for:
 - Working with and engaging the JEDI Working Group toward ensuring the successful implementation of our JEDI Strategy.
 - working with and engaging external subject matter experts as appropriate toward ensuring the successful implementation of our JEDI Strategy, which includes goals, ongoing evaluation and feedback.
 - working with and engaging the JEDI Working Group to determine what JEDI matters ought to be raised at monthly *All Staff Meetings* and meetings of the Leadership Team.
- The Leadership Team are responsible for ensuring diversity-related issues are given attention and communicated down the line and executed.

Related Legislation and EDO policies

Federal legislation

- *Social, Community, Home Care and Disability Services Industry Award 2010*
- *Age Discrimination Act 2004*
- *Australian Human Rights Commission Act 1986*
- *Disability Discrimination Act 1984*
- *Racial Discrimination Act 1975*
- *Sex Discrimination Act 1984*
- *Fair Work Act 2009*
- *Workplace Gender Equality Act 2012*

State Legislation

- *Anti-Discrimination Act 1977 (NSW)*
- *Anti-Discrimination Act 1992 (NT)*
- *Anti-Discrimination Act 1991 (QLD)*
- *Anti-Discrimination Act 1998 (TAS)*
- *Discrimination Act 1991 (ACT)*
- *Equal Opportunity Act 1984 (SA)*
- *Equal Opportunity Act 1984 (WA)*
- *Occupational Health and Safety Act 2004 (VIC)*
- *Occupational Safety and Health Act 1984 (WA)*
- *Work Health and Safety Act 2011 (ACT)*
- *Work Health and Safety Act 2011 (NSW)*
- *Work Health and Safety (National Uniform Legislations) Act 2011 and Regulations (NT)*
- *Work Health and Safety Act 2011 (QLD)*
- *Work Health and Safety Act 2012 (SA)*
- *Work health Safety Act 2012 (TAS)*

EDO policies

- *EDO Staff, Volunteer and Board Code of Conduct*
- *Flexible Working Policy*
- *Leave Policy*
- *Bullying and Harassment Policy*
- *Recruitment and Selection Policy*
- *Cultural Safety Policy*
- *EDO Grievance Policy*

Approval, Implementation and Review	
Policy Owner	Director Finance and Operations
Policy Approver:	CEO
Date originally approved:	14/07/2022
Frequency of review:	Every 3 years
Date of most recent review:	26/08/2024
Version Number:	1.2
Approved by:	CEO
Date of revision approval:	