



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
JEDI Principles in relation to EDO's International Work removed as EDO currently not working overseas	JEDI Principles in relation to EDO's International Work	13/08/2026	CC
Protected Attributes definition updated and expanded	Definitions	13/08/2026	Landers/CC
Policy principles reworded slightly to reflect that discrimination laws go further than protecting persons from adverse action.	Policy Principles	13/08/2026	Landers/CC
List of related legislation, instruments and EDO policies updated	Related Legislation, Instruments and EDO policies	13/08/2026	Landers/CC

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 justice, equity, diversity and inclusion (together, "JEDI") principles and is genuine in its desire to be an organisation that will not condone any systems which challenge these principles. EDO opposes anti-JEDI practices 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, the EDO Community 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 the 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

Discrimination may be unlawful if it occurs in the workplace because a person possesses any of the following protected attributes:

- Race
- Colour
- Sex, sex characteristics or gender identity
- Sexual orientation or lawful sexual activity
- Age
- Physical or mental disability
- Marital status
- Parental, family or carer's status or responsibility
- Pregnancy and breastfeeding
- Religion
- Political opinion or activities, including expression of same
- National extraction
- Social origin
- Employment or industrial activity
- Physical features

- An expunged historical homosexual conviction or a spent conviction
- Profession, trade or occupation
- An association with someone who has or is assumed to have one of these characteristic

Identified positions: positions where an employer may identify that a position is to be filled only by a person with a particular attribute. For example, 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. Anti-racism 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, including protecting people from discrimination in the workplace.
- 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.
- JEDI principles and values endeavour 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.

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

- Everyone in the EDO community will have the opportunity to participate fully and be 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 the JEDI principles.
- Treating people equitably does not mean treating all people the same way.
- EDO endeavours to be transparent and reflective with regard 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 limited 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 is committed to improving workplace accessibility, and endeavours to 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 and consequently, EDO affords:
 - 1.7.1. flexible working conditions (as outlined in our Flexible Working Policy); and
 - 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 our 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 persons 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 all persons 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; and
- 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, Memorandum Of Understandings ("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.

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 Director, 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; and
 - working with and engaging the JEDI Working Group to determine what JEDI matters ought to be raised at monthly *All Staff Meetings* and Executive meetings.
- The Executive are responsible for ensuring diversity-related issues are given attention and communicated down the line and executed.

Related Legislation, Instruments and EDO policies

Federal legislation

- *Age Discrimination Act 2004*
- *Australian Human Rights Commission Act 1986*
- *Disability Discrimination Act 1992*
- *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)*
- *Equal Opportunity Act 2010 (Vic)*
- *Occupational Health and Safety Act 2004 (VIC)*
- *Work Health and Safety Act 2020 (WA)*
- *Work Health and Safety Act 2011 (ACT)*
- *Work Health and Safety Act 2011 (NSW)*
- *Work Health and Safety (National Uniform Legislation) Act 2011* and associated 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 People & Culture
Policy Approver:	CEO
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