

CHAPTER 4

DIVERSITY AND INCLUSION

INTRODUCTION

6.4.1 Diversity in Defence means accepting and embracing everyone for their unique differences in backgrounds and personal experiences. These differing personal circumstances can be the product of characteristics such as cultural background and ethnicity, age, gender, gender identity, disability, sexual orientation, religious beliefs, language or education. Regardless of an individual's characteristics, everyone deserves to be recognised for their unique merits and treated with respect.

6.4.2 Defence recognises and understands that inclusiveness does not mean treating everyone exactly the same way. An inclusive culture means fostering an environment where individual differences are valued and utilised.

6.4.3 Defence diversity and inclusion priorities reflect those groups in Defence requiring priority attention, including:

- a. women
- b. Indigenous Australians
- c. people from Culturally and Linguistically Diverse (CALD) backgrounds
- d. people with disability
- e. people with religious beliefs
- f. Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) persons
- g. mature age and an intergenerational workforce
- h. youth.

BACKGROUND

6.4.4 Some personal characteristics are protected by law through state and territory legislation. Valuing diversity embraces a broader approach, where differences are recognised and valued in a positive and proactive way.

6.4.5 Successful engagement with youth is important to maintaining Defence's reputation within the diverse community it serves.

6.4.6 [Existing policies](#) are applicable across this spectrum of engagement; noting youth often require special consideration.

6.4.7 For the purposes of this policy, youth participants over the age of 18 (for example 18 year old cadets participating in the Australian Defence Force Cadets) are subject to the policy as youth.

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POLICY INTENT

6.4.8 The intent of this policy is that all adults and youth engaging with Defence are aware of and understand their obligations to ensure Defence is a diverse and inclusive organisation.

POLICY PRINCIPLES

6.4.9 **Principle 1.** The safe and productive engagement and participation of youth in Defence is key to ensuring Defence is a diverse and inclusive organisation.

POLICY PRACTICES AND MEASURES

6.4.10 Defence is committed to providing an inclusive environment which encourages the participation of youth and contributes to the development of productive and confident young Australians.

- a. Defence should promote diversity and inclusion when conducting activities and programs for youth
- b. Defence should ensure youth are supported and respected by Defence personnel and peers regardless of diversity differences.

6.4.11 To maximise the contribution of youth, it is essential that Defence captures and leverages the skills that diverse youth can bring to the organisation. Defence must consider the management of youth employment and build relationships in an intergenerational Defence environment through the range of Defence youth contexts.

Accountable Officer: Chief of Joint Capabilities (CJC)

Policy Officer: Head Joint Support Services Division (HJSSD)