



Inclusion and Diversity Statement

Global Skills celebrates diversity and we practice inclusion. We are committed to fostering an environment where every individual feels valued, respected and empowered to contribute their unique perspectives and life experiences.

Our values guide how we embrace and champion diversity and inclusivity and we are committed to cultivating a workplace and service that reflects the communities we serve.

Our Commitment

- **Respect:** We respect and value the unique perspectives, experiences, and backgrounds of every employee and participant we support in our organisation.
- **Equity and Fairness:** We strive to create a fair and equitable workplace and service where everyone has access to opportunities for growth and advancement.
- **Open and Accessible Communication:** We strive to provide an accessible service and encourage open conversations about diversity, equity, and inclusion to foster understanding and collaboration.
- **Continuous Learning:** We are dedicated to continuous learning and improvement, challenging ourselves to expand our understanding of diversity and address conscious or unconscious bias.
- **Accountability:** We hold ourselves accountable for creating and maintaining an inclusive culture where diversity is celebrated, and all individuals are treated with dignity and fairness
- **Inclusive Culture:** We are dedicated to creating a culture of inclusion where everyone feels safe, listened to, welcome and supported.
- **Systems & Practices:** We strive to ensure equal opportunities for all through our policies, guidelines, documents and procedures are inclusive.

Our Actions

- **Diverse Workforce:** We strive to build a workforce that reflects the diverse communities we serve. We actively seek to recruit, develop, and retain individuals from a wide range of backgrounds, including but not limited to race, gender, age, disability, sexual orientation, and cultural heritage.
- **Training and Education:** We provide ongoing expert professional development to all employees on diversity, equity, and inclusion topics to foster awareness and understanding.
- **Community Engagement:** We engage with and support diverse communities through partnerships, sponsorships, and volunteer opportunities. We leverage our partnerships, alliances, networks, and relationships with government and community groups to ensure our services and programs are responsive and respectful.
- **Employee Resource Groups:** We support the formation of employee advisory groups that provide a platform for underrepresented groups to connect, share experiences, and advocate for positive change.
- **Continuous Improvement:** We are committed to continuous learning and improvement in our diversity and inclusion efforts. We regularly review our policies, practices, and progress to ensure we are meeting our goals and making meaningful strides towards a more inclusive workplace.

