



DIVERSITY AND INCLUSION PLAN

2025 - 2026





Images courtesy of: And the trees photography and Saltwater Freshwater Arts Alliance.

Introduction: Our Commitment

Blue Sky Community Services values and celebrates diversity and inclusion, and we are proud to encompass a diverse workforce within our organisation. The Diversity and Inclusion Working Group led the development of our Diversity and Inclusion Plan with our staff. The working group consists of a diverse range of employees to ensure the plan reflects the diversity of staff within our organisation. Consultation mechanisms included:

- inviting all staff to complete an anonymous Diversity and Inclusion survey
- inviting and encouraging all staff to join the Diversity and Inclusion Working Group
- inviting all staff to attend virtual and face-to-face consultation workshops
- inviting all staff to provide anonymous written feedback.

This plan aims to empower the voices of our diverse employees and reflects our commitment to our organisational values of diversity and inclusion.

It demonstrates our commitment to promoting inclusion of all people from all walks of life. Blue Sky is passionate about creating a workplace where everyone belongs and is valued. Blue Sky respects individual identities and recognises the importance of celebrating strength in diversity.

Acknowledgement

Blue Sky Community Services acknowledges the Traditional Owners of the land where we live and work and their continuing connection to land, water, sea and community. We pay respects to Australia's First Peoples, to their unique and diverse cultures, and to Elders past, present and emerging.

Blue Sky Community Services has a deep respect and value for the diversity of people, their lived and living experiences and different identities. We appreciate the value, knowledge, experiences and gifts they bring to us each day.

When Blue Sky staff were asked, "do you have any suggestions for how we could enhance the inclusiveness of our workplace?" the following responses were received:

“ I believe Blue Sky is doing all it can to continue to be inclusive of every person who interacts with this organisation. Proud to be a part of such a diverse and accepting workplace.”

“ I believe we are always growing as a team to create new ways of inclusion in many different ways in our workplace.”

“ A beautiful organisation that strongly follows its vision and values.”

“ Continue to connect with staff regularly and work together to ensure we are moving forward and adapting as required to remain a highly inclusive workplace. The inclusiveness is one of the things I love most about working at Blue Sky!”

“ My experience is that Blue Sky sets the standard for others to aspire to.”

BLUE SKY DIVERSITY AND INCLUSION

The vision and values that guide Blue Sky Community Services in its everyday work and underpin the Diversity and Inclusion Plan are:

OUR VISION

To support people to thrive, and to create communities where everyone belongs

OUR VALUES

Optimism and Innovation
Integrity and Respect
Inclusion and Diversity
Connection and Kindness



WHAT DOES INCLUSION, DIVERSITY, EQUALITY, AND EQUITY MEAN TO US?

contributions
knowledge unique
resources
information welcomed appreciation rights
attributes involvement equity equality
respect differences
experiences engaged
career
skills perspective compassion
fairness progression acceptance
welcoming people
individuals
strengths consulted valued abilities
respected encouragement
value representation opportunities



Equality



Equity

“

DIVERSITY MEANS
ACKNOWLEDGING THAT EVERYONE
HAS DIFFERING STRENGTHS AND
EXPERIENCES AND THESE BRING
UNIQUE VALUE TO OUR
DAY-TO-DAY LIVES.”

Blue Sky Staff Member



RECOGNITION AND LANGUAGE

THE WORDS 'OUR' AND 'WE' WITHIN THIS DOCUMENT REFER TO BLUE SKY COMMUNITY SERVICES.

Inclusive language is evolving

We recognise the power of language in changing community attitudes and the rights of all people to use language that is meaningful to them. We acknowledge that language is socially constructed and constantly evolving. We understand that one term or description may not capture the full breadth of individual identity or be the language that individuals or groups identify with. We endeavour to be inclusive and respectful of everyone and we commit to evolving our language as it changes, to create an inclusive workplace.

Person-first and identity-first language

We acknowledge and appreciate that people use both person-first and identity-first language to refer to themselves.

We support the right of people to use language that is meaningful to them.

- Person-first language puts the person before the description of them.
- Identity-first language puts a person's identity before the person.

Intersectionality

We acknowledge and understand that different aspects of a person's identity can leave them open to overlapping forms of discrimination and marginalisation such as gender, sexual orientation, ethnicity, language, religion, class, socioeconomic status, gender identity, ability or age. We endeavour to be respectful and inclusive of all people, ensuring they have a voice and opportunity to raise concerns that matter to them.

Target Diversity Groups

Blue Sky Community Services embraces diversity and recognises there are many cultures, diverse groups and communities that exist. We respect each group and acknowledge the value they bring to our organisation and the communities we work in. Although we recognise there are many dimensions to diversity, Blue Sky is committed to the development and implementation of inclusion plans relating to the following diversity groups:

- First Nations
- Culturally and Linguistically Diverse
- Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex + (LGBTQI+)
- People with Disability
- Gender Equality, Families and Intergenerational Workforce

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IT IS HARMONY -
A PLACE WHERE EVERYONE
IS PART OF SOMETHING,
AND WHERE DIFFERENCES
ARE VALUED.”

Blue Sky Staff Member



SIX FOCUS AREAS

TO ACHIEVE OUR VISION AND STRATEGIC OBJECTIVES, WE WILL FOCUS ON SIX PRIORITY AREAS



Aboriginal and Torres Strait Islander Community

Reconciliation is essential for creating places where all people can thrive, and everyone is included. As a non-Indigenous organisation, Blue Sky Community Services is a strong proponent of reconciliation and we display this through our Reconciliation Action Plan (RAP) commitments. We recognise the importance of not speaking on behalf of Aboriginal and Torres Strait Islander peoples.

Blue Sky seeks to work in a way that ensures opportunity for reconciliation within the organisation. Blue Sky Community Services also seeks to work under the leadership and direction of local Aboriginal and Torres Strait Islander peoples and staff members, to create opportunities for reconciliation in the communities where we operate.

Cultural and Linguistic Diversity

Our commitment to cultural and linguistic diversity is reflected in our practices and policies, which are designed to foster an inclusive, equitable, and dynamic work environment. We recognise that our employees' diverse perspectives, languages, and cultural insights can inspire creativity, drive innovation, and contribute to our collective success. We believe our workplace should reflect the diversity of the communities we work within, enriching our workplace culture and making it more vibrant and inclusive.

LGBTQI+ Community

The term LGBTQI+ refers to people who are lesbian, gay, bisexual, transgender/ gender diverse, queer, questioning, or intersex, with the '+' representing additional identities. We support the right of people to use their preferred language to describe their sexual orientation, sex, intersex variation, and gender. We acknowledge that people from LGBTQI+ communities are diverse, and that measures used to support and empower LGBTQI+ employees will also be diverse. We appreciate the perspectives, experiences and knowledge they bring to our organisation, and how this enriches our lives and work every day.

People with Disability

People with disability refers to individuals who experience physical, mental, intellectual, or sensory challenges that, in interaction with attitudinal and environmental barriers, may hinder their full and effective participation in society on an equal basis with others. This includes individuals who identify as neurodivergent or have other conditions that affect their daily lives, regardless of whether they self-identify as having a disability. We acknowledge and understand that disability is diverse and that each person's lived experience of disability is unique to them. We support the right of people with disability to choose the language they use to refer to themselves and to identify the support they may require to attain inclusion. Blue Sky Community Services is committed to creating a safe, inclusive and welcoming workplace for all employees and future employees, and is an accredited Disability Confident Recruiter (DCR).

Gender Equality, Families and Intergenerational Workforce

At Blue Sky Community Services we value and appreciate gender equality, families and an intergenerational workforce. Gender equality refers to equality in treatment, access to resources and options for participation for people of all genders. Family refers to a group of individuals who are connected by blood, spiritual belief, community or other factors. Family could be anyone considered by a person as someone they respect, love, support, and care for. An intergenerational workforce recognises the unique values, contributions, skills and knowledge held by those from across both older and younger generations. Blue Sky respects the collaboration of people from different generations to build and enhance the diversity and strength of the workplace.



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LEGISLATION

- The Racial Discrimination Act 1975
- Age Discrimination Act 2004
- Australian Human Rights Commission Act 1986
- The Sex Discrimination Act 1984
- The Human Rights and Equal Opportunity Commission Act 1986
- The Disability Discrimination Act 1992
- The NSW Anti-Discrimination Act 1977
- Fair Work Act 2009
- Work Health and Safety Act 2011
- The Workplace Gender Equality Act 2012

