**DIVERSITY AND INCLUSION POLICY STATEMENT**

At SRA we commit to building and valuing a diverse, professional and empowered workforce that authentically represents the community we serve – a workforce that fosters a culture of inclusiveness and embraces the diversity of its people, such as differences in cultural backgrounds, race, ethnicity, disability, age, gender identity or sexual orientation.

We will drive innovation, performance and productivity by empowering our diverse workforce to utilise the unique skills, ideas, perspectives and qualities that they contribute every day by creating an environment where team members feel valued and safe.

We will encourage applications from a broad range of suitably skilled people to deliver our diverse responsibilities and to perform our many complex roles by offering flexible work arrangements, through diversity networks, and by implementing relevant diversity action plans.

**SRA COMMITS TO:**

* Creating an environment in which Aboriginal and Torres Strait Islander people can find success.

* Creating a supportive and enabling culture that recognises the contribution of all genders, and provides opportunities for leadership, career development, flexible work and equal participation.

* Promoting an environment that welcomes, supports, and encourages an inclusive workplace for people with disability or those who are neurodivergent.

* Continuing to build a workforce that respects and values the contributions of our culturally and linguistically diverse staff, who bring a vast range of individual experiences and capabilities valuable to the work we do.

* Promoting value-based behaviours by acting with integrity, respecting each other and appreciating the contribution each person makes to our organisation.

* Providing a safe, open and accepting environment that supports people of all sexualities and gender identities, where staff can bring their authentic selves to work.

* Engaging in ways to retain the corporate knowledge and career experience of our mature workforce, while increasing representation and developing the skills of our younger workforce.