



Armidale Community Radio Incorporated  
Kentucky Street (P.O. Box 707)  
ARMIDALE, New South Wales, 2350  
PH: (02) 6772 1486  
E: [info@2arm.net.au](mailto:info@2arm.net.au)  
Website: [www.2arm.net.au](http://www.2arm.net.au)  
ABN: 30 635 647 271

FM 92.1 Armidale Uralla Walcha Guyra

## Diversity Policy

**As required by Community Radio Broadcasting CODE 2**

**Principles of diversity & Independence to ensure we have written policies and procedures in place and encourage community participation**

### **PURPOSE**

The purpose of this document is to outline 2ARM FM's commitment to the importance of reflecting the diversity of our listeners, our sponsors and members both on-air and in our workplace. 2ARFM believes in treating all people with respect and dignity.

### **POLICY STATEMENT**

2ARFM recognises its talented and diverse workforce as a key competitive advantage. Our success is a reflection of the quality and skill of our people who work here.

2ARFM is committed to recruiting and retaining the best people possible to ensure that we meet our community's expectations. We believe that offering opportunities to volunteers from many different cultural, linguistic and national backgrounds provides us with a valuable shared understanding and reflects the diversity of our listeners and the wider community that we serve. We believe that the wide array of perspectives that results from promoting diversity in our workplace fosters innovation and engaging broadcasting.

Diversity management benefits individuals, our radio station as a whole, as well as our listeners and sponsors. We recognise that each volunteer brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of 2ARFM in all that we do and strive to foster a supportive and understanding environment in which all individuals realise their maximum potential within the station, regardless of their differences.

Community Radio station 2ARFM is diverse along many dimensions. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education. Managing diversity makes us as members of Community Radio, more creative, tolerant, flexible, productive and inclusive.

We encourage diverse organisations and community members to become involved with the 2ARMFM, through participation in station events, community interviews and training programs to become, members, volunteers and station announcers.

This policy recognises the following:

- The disadvantage faced by Aboriginal and Torres Strait Islander people within Australia and affirms their significant place identity as the first Australians.
- The need for balanced representation of women and men at all levels where possible in key organisational and management decisions.
- The different perspective of people from different age groups.
- The rights and abilities of people with disabilities in the workplace.
- Racism, ageism, sexism and other forms of discrimination are problems both for our organisation and society as a whole.

As a prominent media organisation in the Armidale and New England Community, 2ARMFM combats discrimination in the wider community through partnerships with community-based groups. We act as a conduit for the programs and functions conducted by the many diverse cultural groups within our community and regularly communicate with and encourage involvement of these groups in the programs and activities at 2ARMFM.