

Community participation (Code 2.1)



Armidale Community Radio Incorporated

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FM 92.1 Armidale Uralla Walcha Guyra

CODE 2.1 POLICY ON DIVERSITY & COMMUNITY PARTICIPATION

**As required by Community Radio Broadcasting CODE 2
promoting the principles of diversity and independence
and encourages community participation**

Approved by	Date approved	Review date
2ARM FM Management Committee	19 June 2020	19 June 2023

PURPOSE

The purpose of this document is to outline 2ARM FM's commitment to encouraging the participation of people in our community who are not adequately served by other media. It also shows our commitment to the importance of reflecting the diversity of our listeners, our sponsors, and members both on-air and in our workplace. 2ARMFM believes in treating all people with respect and dignity.

POLICY STATEMENT

2ARMFM recognises its talented and diverse workforce as a key competitive advantage. Our success reflects the quality, skill and diversity of the people who work here.

2ARMFM is committed to recruiting and retaining a diverse range of community members to ensure that we meet our community's expectations. We believe that encouraging participation and 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 2ARMFM 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 2ARMFM 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.

