

Diversity and Inclusion Policy

All Salesian activity is based on the rights of young people to an education and to live an active and fulfilling life free from poverty. As Salesians of Don Bosco, we draw inspiration from the Catholic Social Teachings that recognise every person has an inherent dignity and worth. We have a responsibility to one another in our lives together and are called to work for the common good of all. We cherish the sacredness of life and are dedicated to the preservation and protection of human rights for all.

Our Commitment

The Australian Salesian Mission Overseas Aid Fund (ASMOAF) is committed to ensuring vulnerable marginalized individuals and groups are respected. That we demonstrate inclusion in all aspects of our work and practices, including in our overseas programs, with stakeholders, partners and within our local operations.

ASMOAF is committed to respecting, protecting and promoting internationally recognized human rights for all, regardless of race, religion, ethnicity, indigeneity, disability, age, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class or socio-economic status. To enable people to realise their rights and assist those responsible for upholding such rights as equality, freedom from discrimination and access to education, in line with the Australian Council for International Development Code of Conduct.

Definitions

Disability:

People with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.

Diversity:

We understand that each individual is unique, and recognise the individual differences that all people bring to ASMOAF. In line with ACFID's definition of diversity, these can be along dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

Inclusion:

The practice of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities, are members of other minority groups and those experiencing inequality.

Purpose

The purpose of this policy is to;

- providing equal opportunities for people with disabilities, where employment is based on merit and the working environment is adapted to the needs of all;
- protecting human rights and empowering the marginalized;
- promote gender equality in our programs and encourage participation within our partners operations.

Scope

This policy applies to all operations of ASMOAF activities; its beneficiaries, stakeholders, and partners regardless of status or background and without prejudice to their future participation in ASMOAF programs.

Guidelines

Partnerships and Programs and Local Operations

ASMOAF where possible, incorporates people's diversity into its programming and the inclusion of all by:

- fostering, cultivating and preserving a culture of diversity and inclusion;
- treat all people with dignity and respect at all times;
- respect cultures, customs and beliefs on the locals and countries in which we operate;
- seek local community participation in the planning and support of projects to ensure the inclusion of those with a disability and to address local needs;
- embrace the Catholic Social Teachings;
- Work with partners, stakeholders and locals to ensure equity and diversity is embraced within their planning and programming activities;
- encouraging programs that cater for diversity and empower stakeholders who are marginalised;
- identifying potential problem areas in the planning and operation of projects/program. This ensures early identification of risks.
- educating stakeholders, beneficiaries, partners and volunteers on the discrimination and inequities that those with disabilities encounter;
- capacity building of partners and other stakeholders in diversity and inclusion management and the development of applicable policies.
- sharing our diversity and inclusion policy with our partners and referencing it in our Partnership Standard Working Agreement.
- creating diversity and inclusion awareness training opportunities with partners, stakeholders and Australian based personnel.



Monitoring and Evaluation

ASMOAF monitors its projects and programs through its Standard Working Agreement (SWA) with partners to measure their disability and equality inclusion, impact on the community and learnings.

Through this evaluation process, programs/projects with in-country partners can be redesigned and managed to address potential barriers and maximise the positive impact on the whole community.

Relevant Policies

ASMOAF Child Safeguarding Policy, Guidelines and Code of Conduct

ASMOAF Standard Working Agreement

ASMOAF Guidelines for International Program Development and Relief Assistance

ASMOAF Complaints Handling Policy

Review

The policy will be subject to thorough review every three (3) years.

Date of Change	Change Description	Authorised
18 th Mar 2021	Original Publication - Draft	ASMOAF Director – B.Newton

