
PEOPLE AND CULTURE POLICY

Gender Equality, Inclusion and Diversity Policy

Every heart. Every community. Every chance.

Version 1.0 - July 2026

Policy owner	Board of Directors, THRIV3 (Indigenous Corporation)
Responsible officer	Chief Executive Officer
Applies to	Directors, members, the CEO, employees, volunteers, contractors, students on placement and agency workers of THRIV3 (together, THRIV3 People)
Effective date	July 2026
Next review	July 2027 (or earlier if legislation or funding conditions change)
Related documents	Equal Opportunity, Anti-Discrimination, Bullying and Harassment Policy; Recruitment, Screening and Onboarding Policy; Code of Conduct

1. Purpose and Scope

THRIV3 (Indigenous Corporation) believes our organisation is strongest when it reflects the diversity of the communities we serve. This policy sets out our commitment to gender equality, inclusion and diversity across everything we do.

This policy applies to all THRIV3 People: Directors, members acting for the corporation, the CEO, employees, volunteers, contractors, students on placement and agency workers.

2. Our Commitments

- We recruit, develop, promote and reward people on merit, free from bias and discrimination.
- We pursue gender equality in pay, opportunity, leadership and voice, and we review our practices for gender pay gaps.
- We build a workplace where Aboriginal and Torres Strait Islander people lead, and where culture is a source of strength, not a barrier.
- We welcome and include people of all genders, sexualities, ages, abilities, cultures, languages and faiths.
- We make reasonable adjustments so that people with disability can participate fully in work, volunteering and governance.
- We support flexible ways of working that help people balance work with family, cultural and community responsibilities.

3. What This Looks Like in Practice

Recruitment and progression

Position descriptions use inclusive language. Selection panels consider diverse candidates and are alert to unconscious bias. Identified positions and special measures are used lawfully to advance substantive equality for First Nations people.

Leadership and governance

THRIV3's Rule Book requires an Aboriginal and Torres Strait Islander majority of members and Directors. The Board monitors the diversity of our workforce, our volunteers and our leadership, and sets measurable goals where gaps appear.

Everyday inclusion

Meetings, events and communications are accessible and culturally safe. We use each person's correct name and pronouns. We celebrate significant cultural dates, including NAIDOC Week and National Reconciliation Week, and we make space for cultural obligations.

4. Responsibilities

The Board owns this policy and monitors progress. The CEO embeds inclusion in recruitment, training, planning and program design. Managers and supervisors build inclusive teams and address exclusionary behaviour early. Every THRIV3 person contributes to a culture where all people belong.

5. Concerns and Breaches

Concerns about exclusion, bias or discrimination are raised under the Grievance and Complaints Policy. Breaches of this policy are dealt with under the Code of Conduct and may result in disciplinary action or the end of an engagement.

Board adoption

This policy was adopted by the Board of Directors of THRIV3 (Indigenous Corporation) and takes effect from the date recorded below. It will be reviewed at least every 12 months, and earlier if legislation, ORIC or ACNC requirements, or funding conditions change.

Adopted on: 25/07/2026