

DIVERSITY & INCLUSION STATEMENT

At Montrose we work together to support our clients and their families to live the lives they choose. We actively foster a welcoming environment through understanding the diversity of our people to support them on their individual journey. The team at Montrose understand we are part of a broader community that cares for and respects the needs of others.

All Montrose clients, their families and our workers are encouraged to develop a respectful curiosity about each other - who people are, what motivates and influences them so that they can best support each other to experience safety and belonging.



At Montrose inclusion looks like:

- People feeling valued and respected.
- Understanding that a one size fits all approach does not provide equity, so we will provide varying levels of support depending upon need to achieve greater fairness of outcomes for each individual.
- Encouraging everyone to openly contribute their perspectives and utilise their unique talents for the continuous improvement of our organisation.

At Montrose we aim to support culturally responsive practices by:

- Seeking to understand through listening to and respecting culturally diverse perspectives, so that we might better support all people, understanding our personal values and beliefs and how this shapes our thinking.
- Building cultural safety across our workforce and modelling diversity and inclusion at every level of our organisation.
- Demonstrating that all clients have a right to respectful acknowledgement of cultural beliefs and values in the context of provision of supports and services.
- Acknowledging that by doing this we create inclusion.

Where the HEART is

Montrose is committed to providing services, supports and a workplace that:

- Embrace and value the diversity of our community including: ethnicity, nationality, race, culturally and linguistically diversity, gender, gender identity, sexual orientation, age, religion, marital status, occupation, socio-economic background, behaviour, ability and disability.
- Encourage respect for all culturally and linguistically diverse people in our community, so that they feel valued and are welcome to contribute their perspectives to enable us to learn and grow.
- Provide person-centred service delivery that recognises and embraces the value of individual difference.
- Are committed to effecting change where we find practices and systems that may not support the beliefs, language, interpersonal styles and behaviours of all individuals and families receiving our services and supports, as well as our workers.
- Are safe, open and accepting of the differences that makes each person unique.
- Encourage applicants with a lived experience of disability to apply for roles at Montrose and will make reasonable adjustments as required.
- Recruit workers from different backgrounds, who bring a diverse range of experiences and capabilities that add value to our services and our organisational maturity.
- Facilitate access to verbal and written interpreter services where language may be a barrier to understanding.

We welcome you to the Montrose community where our values of Welcoming, Empowering, Informed and Invested contribute to an environment that is inclusive and continues to make a difference to the lives of others.

Where the HEART is