



CF&KC-SA's Access, Diversity and Inclusion Plan

Introduction

Connecting Foster & Kinship Carers – SA Inc (CF&KC-SA) is an independent, not for profit peak representative body for foster and kinship Carers in South Australia. CF&KC-SA exists to support, strengthen, empower, and inform individuals and families who provide family-based care for children and young people who are under the Guardianship of the Chief Executive. CF&KC-SA has a proud history and deep commitment to social justice – it is embedded in our *Statement of Commitment* – and we actively pursue access, diversity, and inclusion when delivering our services.

Access, Diversity, and Inclusion in Action

Access

CF&KC-SA aims to improve accessibility for all people accessing CF&KC-SA services by addressing and removing any potential barriers against meaningful participation. Improving accessibility makes it easier to connect with CF&KC-SA services, and encourages an inclusive and supportive work environment.

Diversity

At CF&KC-SA, diversity means more than just acknowledging and/or tolerating differences. To us, diversity acknowledges that each individual is unique. More broadly, we understand the importance of respecting, recognising, and accepting differences within race, ethnicity, culture, physical ability, socio-economic status, age, religion/faith, spirituality, political beliefs, gender identity, and sexual orientation.

Inclusion

Lastly, CF&KC-SA practices inclusion in order to allow an equitable and fair treatment of systems involved in our agency's decision making, service delivery, programs, workforce practice, and community. CF&KC-SA aims to create the necessary

conditions and environment that enables people to feel heard, understood, valued, safe, and secure, but also with a strong sense of connectedness and belonging to the community around them.

Our ADI Plan

As a professional organisation that assists in empowering carers, we pride ourselves on our *Accessibility, Diversity, and Inclusion Plan* as it is embedded in both our organisational identity, and the future we see for ourselves.

CF&KC-SA understands that providing opportunities for people with all kinds of abilities creates a more accessible and diverse organisation: it includes a broader range of skills, experience, and perspectives that are relevant to all aspects of CF&KC-SA, and the communities in which we work.

We recognise that every individual brings overlapping social, professional, cultural, spiritual, political identities, and intersectionality. We want to not only acknowledge diversity in this way, but also value, and seek out, all lived experiences to better understand the complex and unique models of prejudice and privilege that our communities face.

We see a responsibility and an opportunity to create change that enhances accessibility, addresses the unique challenges around discrimination and exclusion at large, and we celebrate diversity by welcoming all — exactly as they are.

CF&KC-SA aims to learn from carers, children and young people, and other organisations (both government and non-government) to improve transparency across the child protection sector. We are also committed to reflecting on our *Access, Diversity, and Inclusion Plan* to ensure that it is upheld and improved upon where needed, on an ongoing basis.

Final Statement

CF&KC-SA aims to foster a highly skilled and compassionate workplace where access, diversity, and inclusion are hard-wired in order to achieve a person-centred practice that exercises equitable access and inclusive service. We endeavour to have a workforce proud of its diversity, one that promotes more inclusive services, and confronts injustice and systemic change for people from all walks of life.

Key Legislation and Principles that Underpin Diversity and Inclusion

CF&KC-SA acknowledges the *Child and Young People (Safety) Act 2017*. Under Chapter 7 of the act (Part I, Division 4, s82) it ensures that approved carers are included in the decisions made around the child or young person in their care. Moreover, we support the *Aboriginal Child and Placement Principle*, for it recognises Aboriginal and Torres Strait Islander people as the most experienced and best decision-makers in regard to an Aboriginal or Torres Strait Islander child or young person in care. The principle also encourages and allows for cultural connections to their Aboriginal heritage.

Legislative and Policy Context

This *Access, Diversity and Inclusion Plan* is informed by the international conventions, national and state laws, standards and guidelines listed below:

- Age Discrimination Act 2004
- Child and Young People (Safety) Act 2017
- Disability Discrimination Act 1992 (Cth)
- Disability Inclusion Act 2018 (SA)
- Disability in South Australia (2012-2020)
- Disability Services Act 1993 (SA)
- Equal opportunity Act 1984
- Fair Work Act 2009 (Cth)
- Human Rights and Equal Opportunity Commission Act 1986
- National Carer Strategy (2011)
- National Disability Strategy 2010-2020
- Racial Discrimination Act 1975
- Sex Discrimination 1984
- South Australian Multicultural Act 2021
- United Nations Convention on the Rights of Persons with Disabilities (2008) and Optional Protocol (2009)
- Web Content Accessibility Guidelines 2.0
- Work Health and Safety Act 2011