

STATEMENT OF COMMITMENT TO DIVERSITY AND INCLUSION

Committing to establishing Trust and Respect while aiming to achieve Organisational Outcomes.



DIVERSITY

The understanding of our unique differences and what we all have to offer.



INCLUSION

The practice of bringing those differences together to create an environment of innovation, where we are all fully respected, valued, and given equal opportunities to participate, contribute, and thrive.



ACCEPTANCE

Where we feel safe to be ourselves and feel understood, appreciated, and included by others.

3Bridges is dedicated to embodying diversity, inclusion, and acceptance, inspiring a motivated, unbiased, respectful, and innovative culture.

We empower our team to contribute their differing perspectives, ideas, and experiences for one common purpose: making an impact with compassion and integrity.

We commit to aligning all recruitment, development, and value propositions to ensure our workforce thrives and feels a sense of belonging.

Those who engage with our team, utilise our services and participate in our programs will experience the same consistent dedication to diversity, inclusion, and acceptance.

3BRIDGES HAS MADE THIS STATEMENT OF COMMITMENT TO:

- 1** | Strengthen cultural competence and capability across the organisation continuously to educate on the benefits of diversity and inclusion practices.
 - 2** | Establish shared vocabulary and organisational norms that encourage a safe space for open dialogue—an environment where individuals can respectfully discuss their experiences and perspectives around diversity and inclusion.
 - 3** | Ensure that all 3Bridges programs and services are equitable, accessible, and beneficial. Consistently review and reflect on policies, procedures, and practices to identify potential barriers to diversity and inclusion.
 - 4** | Working in partnership with community members to identify needs, address gaps in service delivery and promote positive outcomes through inclusive practices.
 - 5** | Develop diversity and inclusion goals as part of individual and organisational performance evaluation and measure progress towards diversity and inclusion goals.
 - 6** | Continually learn and adapt diversity and inclusion practices based on feedback, experiences and changing needs of the individual and communities.
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