

# BURDEKIN COMMUNITY ASSOCIATION INC.

## Diversity

Everyone is valued.

We are an organisation that embraces diversity, and values lived and living experienced. We strive to put people at the centre of everything we do.

### **A safe space**

BCA celebrates, values and includes people of all backgrounds, identities and cultures.

We understand that to achieve safe, accessible and culturally responsive service environments and workplaces, we must take a whole-of-organisation approach.

We believe this commitment to diversity and includes makes our teams, services and organization stronger and more effective.

Our team are not just 'staff' or 'case workers'. We're people. People who listen; people who care; people who come from different backgrounds – just like you. Including people who have walked their own mental health journey.

### **Reconciliation**

Our vision for reconciliation is that we live in an Australia that accepts and acknowledges our shared history, and that our shared journey forward will lead us to better mental health and social and emotional wellbeing for all Australians.

We want to help make Australia a better place for everyone. We support Reconciliation Australia's vision for an Australia where everyone is treated equal.

We want to make sure our services are safe and respectful for Aboriginal and Torres Strait Islander people. So, we always try to improve the way we work with Aboriginal and Torres Strait Islander communities.

### **Cultural Diversity**

We recognise that moving to another country and starting a new life can be difficult. We also understand that the stress of resettlement can continue through generations.

At BCA, we want people from all cultures to feel welcome when they seek support from our services and to know that confidentiality is guaranteed.

We understand that culture can shape who we are, our worldview and our sense of purpose and place in the world. Past experiences and cultural background form our unique strengths and abilities.

Together we can discuss your wellbeing, strengths and values, and how these can support you to live a rewarding life.

We understand that you may find it easier to use an interpreter, translated documents or talk with a particular team member.

We are always learning about how we can be more inclusive, so we encourage you to share your feedback with us.

### **LGBTQIA+**

We welcome and support LGBTQIA+ people and communities. Our goal is to make sure everyone feels safe and included, no matter who they are or who they love.

We know that LGBTQIA+ people and communities often face more mental health challenges than others. Many LGBTQIA+ people still experience unfair treatment because of their sex, sexuality, or gender identity when they try to get healthcare or find a job.

Our team offers a safety place where you can talk to us about anything. Including your sex, sexuality or gender identity.