

It shall be the responsibility of the CEO to implement the Multicultural Access and Equity Policy (the Policy) and to report to the Management Committee annually on its progress.

It shall be the responsibility of all IATI Personnel to carry out the Policy to the best of their ability.

All IATI staff shall, wherever feasible, have adequate support and training to provide services and information accessible to all people.

IATI will ensure wherever feasible its programs are designed and constructed to provide equal access for all users.

IATI, in its role as an employer, will ensure all people have equal access to advertised positions, interviews, equipment, office accommodation, staff training and promotion.

IATI shall, wherever feasible, assess proposals for any new (or substantially revised) policies or programs for their direct impact on the lives of people from a range of cultural and linguistic backgrounds prior to any decision to pursue such proposals.

Any new (or substantially revised) policies or programs that impact in different ways on the lives of people from different cultural and linguistic backgrounds shall, wherever feasible, be developed by IATI in consultation with people from those backgrounds.

IATI shall, wherever feasible, for any new (or substantially revised) policies or program initiatives have a communication strategy developed and sufficiently resourced to inform people from relevant cultural and linguistic backgrounds of these changes.

IATI shall provide resources so that publicly available and accessible information on its policies and programs is where necessary communicated appropriately to people from a range of cultural and linguistic backgrounds, and especially to those identified as having a high level of non-compliance.

IATI shall institute complaints mechanisms that enable people (regardless of cultural and linguistic backgrounds) to address issues and raise concerns about its performance.

IATI shall require that any agents, contractors, or partners of IATI deliver outcomes consistent with this policy, and shall, in bidding for tenders or contracts, budget, where appropriate, for special provision for linguistic and cultural diversity.

IATI shall, where necessary and feasible, provide for the special needs of clients from diverse cultural and linguistic backgrounds by providing language assistance through the use of interpreters or facilitators.

IATI shall, where necessary and feasible, provide for the special needs of clients in remote areas through developing outreach and community liaison arrangements.

IATI shall consider cultural diversity issues in the design and delivery of any training programs it provides.

IATI staff shall, where necessary, receive ongoing cultural diversity training so that they develop knowledge and skills to work effectively from a cultural framework.

IATI shall, where necessary and feasible, provide information in languages other than English, and through print, electronic media, and disability-appropriate methods of communication.

IATI shall, where appropriate, consult with other providers and government agencies to ensure co-ordination of services appropriate to clients' needs.

IATI shall promote diversity in the membership of its Management Committees, committees and working groups.

IATI shall keep in its client data collection record, where appropriate, such data as birthplace; whether a person's first language spoken was English; Aboriginal and/or Torres Strait Islander background; Australian South Sea Islander background; date of birth; year of arrival in Australia; birthplace of parents; sex; and religion (the collection of data will not always include all these items, as the relevance of these data items will vary depending on the service delivery context).

IATI shall protect the privacy of individual clients when collecting this data. Consideration will be given to:

- collecting only data essential to the particular service delivery or evaluation purpose;
- guaranteeing anonymity; and
- ensuring that all data collection proposals are non-intrusive.

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Chief Executive Officer
On behalf of the Management Committee