



## Statement of Commitment to Cultural Diversity and Inclusion

### Commitment to First Nations people

Nepean Community & Neighbourhood Services (NCNS) acknowledges the strength, courage, wisdom and culture of the traditional owners of the lands on which we work, the Darug people. We recognise that sovereignty was never ceded and pay our respects to Elders past and present.

NCNS supports the Uluru Statement from the Heart. We acknowledge that this land is, was and always will be Aboriginal land.

At NCNS, we firmly believe in and celebrate the importance of cultural diversity and the rich heritage of our First Nations people. We recognise that cultural diversity enhances our collective understanding, fosters inclusivity, and enriches our communities. As such, we are committed to promoting and upholding cultural diversity and fostering meaningful relationships with First Nations communities.

NCNS supports the vision of a united Australia respecting this land of ours, valuing the Indigenous heritage and providing justice and equity for all. NCNS commits to working with all Australians working together for a national Treaty or other instrument of reconciliation and the provision of culturally appropriate services and programs for all Australians.

### Commitment to cultural diversity and inclusion

We acknowledge that our society is composed of individuals from various cultural backgrounds, each with unique experiences, perspectives, and contributions. We understand that embracing cultural diversity is not only a moral imperative but also a source of strength, innovation, and resilience. By embracing the richness of different cultures, we can learn from one another, challenge our assumptions, and build bridges of understanding and collaboration.

We are guided by social justice principles and are committed to inclusivity in our practice and delivery of programs and services. Our aim is for our operations to be informed and guided by human rights and anti-discrimination legislation that ensure NCNS delivers services and staffing free from any form of discrimination, harassment or victimisation.

We are committed to raising awareness of the rich diversity of our community and support the inclusion of all people including our Lesbian, Gay, Bisexual, Transgender, Intersex communities.

*Please also see the NCNS Statement of Commitment to Aboriginal People.*

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## Scope

This Statement applies to all staff, students, volunteers and Board members who work for NCNS.

## Review

Version	Date reviewed	Amendment notes	Next Review Date
V.1 Created	August 2023	Created 1 August 2023.	
V.1 Recommended	August 2023	Reviewed by the Policy Subcommittee 3 August 2023. Recommended.	
V.1 Ratified	September 2023	Ratified by the Board 7 September 2023.	September 2025