

THE RICE MARKETING BOARD FOR THE STATE OF NEW SOUTH WALES



DIVERSITY POLICY

March 2024

FINAL

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Policy

Having diverse leadership ensures the Rice Marketing Board for the State of New South Wales ('the Board') represents the community it serves.

The Board promotes equal opportunity that removes barriers to the participation and promotion of services by recognising that each individual is unique and brings differences that are treated inclusively by all Board Members and Board employees.

The Board is committed to promoting diversity in the following areas:

1. Diversity in the workplace. The Board supports the NSW Public Sector principles of cultural diversity, equity and ethical practice, and a healthy, safe and fair workplace.
2. Diversity in its dealings with stakeholders. All people have the right to be treated with dignity and respect as individuals, and to be consulted to determine the level and type of adjustment for their individual needs. This includes NSW rice growers, Authorised Buyers, NSW government employees and all other people that the Board may deal with.

“Diversity” means understanding that each individual is unique and brings differences that include race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs and other ideologies.

“Inclusion” is the act of enabling genuine participation and contribution, where everyone, regardless of their background, identity or circumstances feels valued, accepted and supported to thrive at work.

Authority and Legislation

The Board is constituted under the *Rice Marketing Act 1983* (the Act). The *Rice Marketing Regulation* provides further instruction on matters pertaining to the Board. The Board is subject to the direction of the Minister administering the Act.

The NSW Premier's diversity priority is to drive public sector diversity by 2025 through having 50% of senior leadership roles held by women, increasing the number of Aboriginal people in senior leadership roles and ensuring 5.6% of government sector roles are held by people with a disability. Whilst implementing all of the NSW Premier's diversity priorities would be difficult in an organisation the size of RMB, the Board supports these priorities.

The NSW Disability Inclusion Act 2014 continues the government's commitment to improving the lives of people with disability and reaffirms the state-wide focus on building a truly inclusive community. The Act creates an obligation for certain public authorities to develop Disability Inclusion Action Plans. Whilst the Board is not required to prepare an Action Plan, it supports the principles of the NSW

Government's Disability Inclusion Action Plan 2021-2025 including its guiding principles which aim to go beyond compliance to remove barriers and implement inclusive principles, processes, systems and practices to:

- develop positive attitudes and behaviours
- create liveable communities
- support access to meaningful employment, including leadership opportunities
- improve access to mainstream services by establishing an assumption of access to the services we provide.

Further information

For further information concerning the Board's Diversity Policy, please contact:

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Document Approval and Control

a. Version

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Status	FINAL

b. Revision History

Version	Revision Date	Summary of Change	Author
2020.1	30/12/19	Creation	C Chiswell
2022	8/3/22	Minor revisions	C Chiswell
2022-1	17/3/22	Amend definition of Diversity	Board
2024-1	26/2/24	Add definition of inclusion from Public Service Commission. Update principles of NSW Govt Disability Inclusion Action Plan. Update Minister's title	N Dunn

c. Document Approval

Board/Committee Approval	Date
GNR Committee	7/1/2020
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