

# **THE RICE MARKETING BOARD FOR THE STATE OF NEW SOUTH WALES**



## **DIVERSITY POLICY**

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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. Diverse groups include women, Aboriginal and Torres Strait Islanders, people whose first language was not English, LGBTI and people with a disability.

### **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 for Primary Industries.

The NSW Premier's diversity priority is to double the number of Aboriginal and Torres Strait Islanders in senior leadership roles and increase the proportion of women in senior leadership roles to 50% in the government sector by 2025.

*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. While the Board is not required to prepare an Action Plan, it supports the principles of the NSW Department of Industry's Action Plan including its guiding principles covering

attitudes and behaviours, liveable communities, employment, systems and processes.

### 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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### b. Revision History

Version	Revision Date	Summary of Change	Author
2020.1	30/12/19	Creation	C Chiswell

### c. Document Approval

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