STATEMENT OF COMMITMENT

June 2025

Diversity, Equity and Inclusion

At Ballarat Community Health (BCH), our focus is to sustain healthy communities through the provision of accessible, affordable and quality health and wellbeing services. The healthiest communities are the ones where everyone is included and treated with respect.

At BCH we know that discrimination, income, education, access to healthcare, and social support (collectively referred to as the social determinants of health) can significantly impact a person's health outcomes and their overall quality of life.

At BCH we promote accessibility for all to support both individuals, and broader communities, and we seek to address the social determinants of health through all our health promotion, prevention and advocacy work.

People who can experience discrimination

Can include, but is never limited to:

- Aboriginal and/or Torres Strait Islander peoples
- Culturally diverse people, including those with refugee and asylum seeker backgrounds
- Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Asexual and more (LGBTIQA+) people
- People living with a disability
- Women (and all diverse genders identified).

Our Strategic Purpose guides us to create meaningful change

Our intent is to ensure that:

- Everyone feels safe to be themselves to BCH.
- Everyone feels like they belong at BCH.
- We recognise and celebrate the diversity of the communities we serve.
- We address systemic barriers to access
- We address health inequities
- We consider a person's whole identity.

DE&I in action

We put DE&I into action by:

- Making sure everyone has a voice in decision-making, leadership and service design.
- Taking a person-centred, trauma-informed, rights-based approach that honours lived experience.
- Making our services accessible to all, regardless of background, beliefs or income level. We are building strong partnerships with other community groups. This means our services can reach everyone.
- Hiring, supporting and developing a diverse team of staff that reflects the community of Ballarat.
- Embedding cultural humility and lifelong learning in all that we do.
- Ensuring our staff have access to ongoing training and opportunity for self-reflection. This aims to reduce bias and improve fairness in the care that we provide.
- We recognise and celebrate the diversity of the communities we serve.
- We address systemic barriers to access
- We address health inequities
- We consider a person's whole identity.

Impact

We hold ourselves accountable and measure the impact of our actions by:

- Ensuring our actions are authentic and sustainable.
- Collecting and analysing data on access, effectiveness and outcomes.