

NSWJBD Diversity and Inclusion Policy

July 2024

At the New South Wales Jewish Board of Deputies (**NSWJBD**) we believe that diversity, equality, respect and inclusion are essential principles that drive our success and shape our organisational culture and effectiveness.

We are committed to fostering an environment consistent with our Code of Conduct, our Constitution and our Jewish ethos, where every individual feels valued, supported, respected, and empowered to bring their authentic selves to work.

We recognise that each employee brings different capabilities, experience and characteristics to the workplace and the workforce. We value that diversity and will continue to promote and encourage a diverse workforce by fostering an inclusive environment of mutual learning, respect and appreciation of differences.

While committed to employing the best people to do the best job possible, we are focused on achieving a board of directors, committees, working groups and workplace that is diverse with regard to (but not limited to) age, gender, sexual orientation, religious affiliation (orthodox and progressive), physical abilities, experience, education and relationship and parental status.

We believe that cultivating an inclusive workforce that embraces this diversity encourages innovation, effectiveness and the ability to truly understand and better serve the diverse nature of our community and others with whom we interact.

The NSWJBD follows a 'fair hiring' process in which all candidates are considered on the basis of their skills, qualifications and abilities. We strive to create equal opportunities for everyone, ensuring that merit and potential are the only factors that influence career growth and development.

NSWJBD, as a JCA member organisation, endorses the 2023 JCA recommendations on board gender diversity including a 40:40:20 gender balance target.