Diversity Policy

Indigenous Community Television Limited is committed to a diverse and vibrant workforce where the backgrounds, religion, perspectives, and life experiences allow us to cement strong relationships with our community.

While ICTV identifies that many groups continue to experience disadvantage in the workplace, ICTV has prioritised Aboriginal and Torres Strait Islander people for special measure in its employment, governance, and programming.

To achieve a commitment to an organisational culture that values diversity and tolerates differences, ICTV will:

1. Have an organisational culture that reflects the values of our audience and membership;
2. Develop our employment brand so we can attract the best talent;
3. Demonstrate that we performance manage our people fairly;
4. Ensure equal pay for all;
5. Set same performance targets for employees of all genders;
6. Providing equal opportunities for all staff based on quality of performance.

Discipline under this policy:

Management of Indigenous Community Television Limited has the responsibility of overseeing this policy. Supervisors and managers will ensure employees are compliant with all areas of this policy, including any disciplinary action resulting from non-compliance.

Aboriginal and Torres Strait Islander People (ATSI)

ICTV is committed to increased employment of ATSI people, up to 75% staff.