



**Resthaven**  
Incorporated



**PROMOTING INCLUSIVENESS**

**Diversity Action Plan**

# Our Four Key Areas

## Key Area 1

Provision of inclusive and responsive services

## Key Area 2

Building a responsive, skilled workforce for inclusive services

# Resthaven Diversity Action Plan

## Key Area 3

Partnerships with diverse communities

## Key Area 4

Systems that support inclusive services





# Promoting Inclusiveness: Diversity Action Plan

Resthaven's diversity statement reflects our commitment to diversity, and inclusion:

*Resthaven acknowledges the traditional owners of the lands on which its services are delivered. We pay our respects to elders past, present and future.*

*Resthaven is a richly diverse community founded on the principles of inclusion and unity, embracing and respecting each person's beliefs, culture, language, sexual orientation, gender identity, lifestyle, life experiences and values.*

Resthaven's service delivery model is focused on a partnership with the older person and their carers/family.

Integral to our service delivery model is:

- Responding to each person's lifestyle preferences and life history, through person centred, individualised assessment, care planning and provision of services
- Modelling to our workforce the importance of respecting individual values, cultural backgrounds and life choices, with training in diversity a key feature.

Resthaven's Diversity Action Plan aligns with the Australian Government Department of Health Aged Care Diversity Framework 2017.

Resthaven has developed an operational plan. The operational plan focuses on practical, achievable and deliverable initiatives to improve service access and responsiveness for our consumers.



# Diversity of characteristics

Resthaven recognises that people have unique needs in relation to their life story, culture and circumstances.

Australia's Aged Care Diversity Framework states "Older people with diverse needs, characteristics and life experiences can share the experience of being part of a group or multiple groups that may have experienced

exclusion, discrimination and stigma during their lives. There is no limit to the number of different characteristics a person holds and no two people's lived experiences are the same."

The Aged Care Act 1997 identifies the following groups that may have special needs related to their characteristics and life experiences:

**People from Aboriginal and Torres Strait Islander communities**

**People from culturally and linguistically diverse backgrounds**

**Lesbian, gay, bisexual, transgender and intersex people**

**People who are financially or socially disadvantaged**

**People who live in rural, remote or very remote areas**

**Veterans**

**People who are homeless or at risk of becoming homeless**

**Care-leavers (who lived in institutional care or other forms of out-of-home care)**

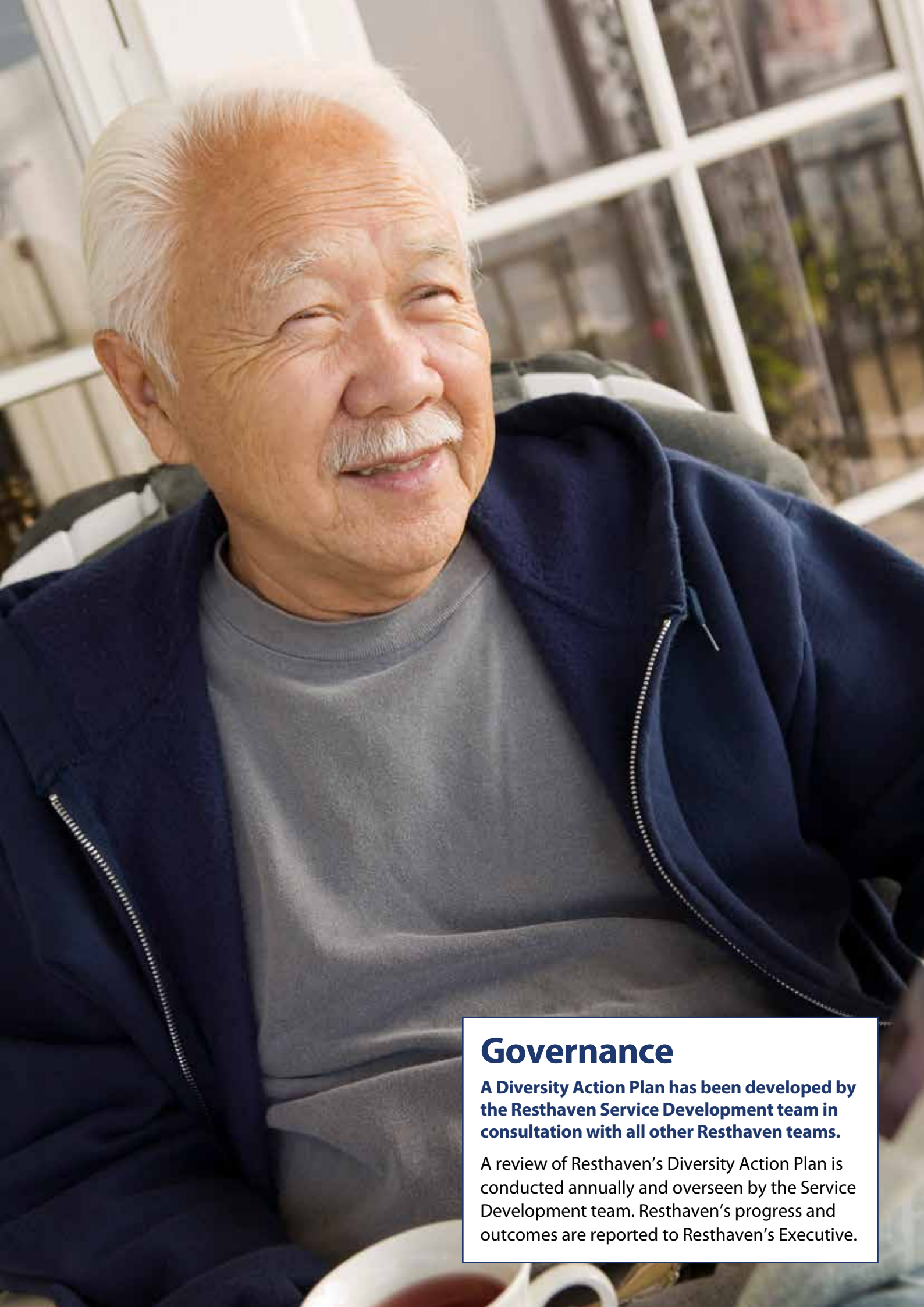
**Parents separated from their children by forced adoption or removal**

The Aged Care Diversity Framework includes reference to three additional groups, acknowledging the impact on people that these diversity characteristics may have:

**People with a disability**

**People living with cognitive impairment including dementia**

**People with mental health problems and mental illness**



## **Governance**

**A Diversity Action Plan has been developed by the Resthaven Service Development team in consultation with all other Resthaven teams.**

A review of Resthaven's Diversity Action Plan is conducted annually and overseen by the Service Development team. Resthaven's progress and outcomes are reported to Resthaven's Executive.

**Trust Dignity Choice**



**[www.resthaven.asn.au](http://www.resthaven.asn.au)**