ATTACHMENT 2

Inclusion, Diversity, Equity & Belonging

The Victorian Planning Authority strongly believes in the values of Inclusion, Diversity, Equity and Belonging (IDEB). For us to thrive and further excel as an organisation, we must aim for not only a diverse workforce but also an inclusive culture where equity and belonging are embedded into the organisational environment and all our projects.

What do we mean by IDEB?

**Inclusion**
Inclusion relates to behaviours that enable everyone to feel respected and empowered to participate and meaningfully contribute. Inclusion occurs when all differences and contributions are valued and welcomed, including different ideas, thoughts and perspectives.

**Diversity**
Diversity refers to all aspects of human difference which is expressed in myriad forms, including but not limited to, culture, ethnicity, gender, sexual orientation, race, religion, age, disability status and neurodiversity.

**Equity**
Equity refers to fair and just practices, opportunities and advancement for all people, while striving to identify and eliminate barriers and challenges that prevent full participation by some groups. Equity is different to equality in that equality implies that treating everyone as if their experiences are exactly the same. Being equitable acknowledges and addresses historic and current structural inequalities that advantage some and disadvantage others; equity is equal treatment and equal access to opportunities.

**Belonging**
Belonging is the feeling of being part of something where people are accepted and supported, which invites them to be their authentic selves. It is created through inclusion, which consists of intentional acts that integrates views, beliefs and values.