

Alison Marriott, Speech Pathologist

Diversity and Inclusion Policy

Authorised by	Alison Marriott, Speech Pathologist
Review Date	15th March 2020
Next Scheduled Review	15th March 2021
Document location	NDIS Administration and Website
Description	This policy sets out the principles for Marriott Speech Pathology to work as inclusively as possible with people from Culturally and Linguistically Diverse Backgrounds.

Introduction

The mission of my service is for clients to develop their potential so they can live happier and fulfilling lives. I provide a quality evidence-based Speech Pathology service and work flexibility to accommodate for the diverse needs of my clients.

I believe:

- in supporting individuals so they can express their own opinions and ideas.
- everyone has the right to be respected, heard and fully integrated in their community to develop their potential
- learning can be fun.
- my clients improve when families and the community work together to support my clients.

I am aware of the broadly diverse multi-cultural needs of my clients and the difficulties some of them face accessing health and educational services. This includes our Indigenous population. I understand some individuals are culturally marginalised or linguistically challenged, and I consider how best to narrow these gaps in service. I understand disadvantage takes many forms and affects access and participation in service provision.

- Alison Marriott Diversity and Inclusion Policy Established March 2019

Policy

I:

- Welcome all people to my practice regardless of race or ethnicity
- Support all clients of Culturally and Linguistically Diverse backgrounds (CALD) to understand their rights and what they should expect of providers even if this means taking extra steps to ensure informed understanding and consent,
- Ensures that our evidence-based practice incorporates current research into working with culturally and linguistically diverse individuals and their families
- Supports clients of all backgrounds to have the confidence to complain when they face issues and offers advocacy options if required, whether the issue is with my practice or other members of the community.
- Seek advice from other agencies or support staff to understand culturally and linguistically diverse backgrounds
- Actively advocate for the communication rights of individuals of Culturally and Linguistically Diverse Backgrounds in Australia