



# Good Prospects Speech Pathology Pty. Ltd.

## Diversity and Inclusion Policy

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<b>Document location</b>	Shared drive: Policies and Procedures
<b>Description</b>	This policy sets out the principles, for Good Prospects Speech Pathology to work as inclusively as possible in an evidence based way with people from Culturally and Linguistically Diverse Backgrounds who may seek to access our services

# Good Prospects Speech Pathology Communication is the Key

Prospect – Salisbury – Port Adelaide – Gawler – Berri

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## Introduction

The mission of Good Prospects Speech Pathology is to provide quality, evidence-based speech pathology services in areas of need or disadvantage in particular. Disadvantage is not always geographically specific. Good Prospects acknowledges the fact that Australia is and has been for some time a broadly diverse multi-cultural nation, yet health and education services in particular are not always as easily accessed by some culturally marginalised or linguistically challenged populations leading to poorer health and educational outcomes. This includes our own Indigenous populations as well demonstrated in current statistics. The resultant challenge for all professions involved in Australia's diverse population is therefore to consider how best these gaps can be narrowed.

## Policy

**The Good Prospects Diversity and Inclusion Policy reflects that this organisation:**

- Welcomes all people to our practice regardless of race or ethnicity
- Support all clients of Culturally and Linguistically Diverse backgrounds (CALD) including NDIS participants) 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 our practice or other stake holders.
- Takes active steps to employ quality staff who reflect a broad range of culturally and linguistically diverse backgrounds
- Actively advocates for the communication rights of individuals of Culturally and Linguistically Diverse Backgrounds in Australia