

# Community Radio Federation

## INCLUSION AND DIVERSITY POLICY

### Document control

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### 1. Purpose

This policy describes Community Radio Federation's commitment to inclusion and diversity.

3CR celebrates inclusion and diversity on a daily basis in everything we do - it is a key part of the station's culture and practice. Inclusion was a key element that helped 3CR gain its licence in 1976 forming what is considered Australia's first community-owned and community-run grassroots radio station.

3CR is a diverse community of over 450 volunteer broadcasters producing over 125 radio programs each week in multiple languages. We prioritise the voices of women, LGBTIQ+, First Nations people, workers, refugees, and the many issues and people misrepresented and under-represented in the mass media.

3CR holds a deeply informed and radical philosophy of what radio and community media can be—through our program content we advocate and agitate for social and political justice and transformation, and through our organisational model we represent how radical, independent media can give power to communities.

### 2. Relationship to other documents

This policy should be read in consultation with the Community Radio Federation Community Participation Policy.

### 3. Policy Implementation

A healthy culture of inclusion is nurtured by strong station leadership and regularly reviewed and promoted as part the current strategic initiatives and activities.

This culture is demonstrated in various documents (available from the website) including:

- Who we Are <https://www.3cr.org.au/whoweare>
- Whose involved <https://www.3cr.org.au/people>
- 3CR Program Guide <https://www.3cr.org.au/schedule>
- CRAM Guide (3CR's annual magazine) <https://www.3cr.org.au/cram>
- A Community Organisation's Guide to 3CR  
<https://www.3cr.org.au/sites/default/files/documents/3CR%20promotion%20booklet%20March%202019.pdf>

- 3CR Strategic Plan 2020-25  
[https://www.3cr.org.au/sites/default/files/documents/Other/3CR\\_Strategic\\_Plan\\_2020\\_2025.pdf](https://www.3cr.org.au/sites/default/files/documents/Other/3CR_Strategic_Plan_2020_2025.pdf)
- Radical Radio: Celebrating 40 Years of 3CR
- <https://3cr-shop.myshopify.com/products/radical-radio-celebrating-40-years-of-3cr>
- [Sounds like a whisper: Australian Community Broadcasting hosts a quiet revolution](#), Griffith University Journal 2008
- [Enacting cultural diversity through multicultural radio in Australia](#), University of Queensland 2015