

LEGISLATIVE COUNCIL STANDING COMMITTEE ON ESTIMATES AND FINANCIAL OPERATIONS

ANSWERS TO SUPPLEMENTARY INFORMATION

Lotterywest

Hon Peter Collier MLC asked:

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Hon SUE ELLERY: You are very confident about a document that you do not have, I will just say that. I will take it as supplementary. If the document you are referring to is a board paper, it will not be released, but I will take the question as a supplementary.

Hon PETER COLLIER: I would be very keen to get it.

The CHAIR: Honourable member, can I just assign a number to that.

Answer: This memo was prepared within the Lotterywest grant and community development business unit and was not presented to the Corporate Executive members that attended the Hearing.

This Memo was not reviewed by Corporate Executive or the Board.

The recommendations in this Memo have not been implemented.

Lotterywest staff were asked not to progress this Memo on 19 October 2020.

See tabled paper no.

Minister's initials





Memo

Submitted by:



Title: Policy Updates – Equality, Diversity and Inclusion

Date: 14 October 2020

Purpose

To update Lotterywest and Healthway's grant making or funding policies and guidelines to align with the Strategic Plan "Our Commitment", supporting equality, diversity and inclusion.

Background

Lotterywest Healthway are currently updating Strategic Plans, Reconciliation Action Plans and policies to reflect their ongoing commitment to strengthening equality, diversity and inclusion in line with Government policies, practices and anti-discrimination legislation. Relevant legislation and guidance on best practices includes:

Legislation

- *Racial Discrimination Act 1975*
- *Equal Opportunity Act 1984*
- *Sex Discrimination Act 1984*
- *Disability Discrimination Act 1992*
- *Age Discrimination Act 2004*

Policies and practices related to grant making or funding:

- Access and Equity Policy 2015, Department of Social Services [here](#)
- Substantive Equality Policy Framework for Substantive Equality, Equal Opportunity Commission (see [here](#))
- Aboriginal Procurement Policy 2018
- Aboriginal Procurement Policy Implementation Guide 2019
- WA Multicultural Policy Framework 2020
- WA Primary Health Alliance: Position Statement Recognising & Addressing Health & Mental Health Needs of LGBTI People 2017
- Delivering Community Services in Partnership Policy 2018 – Partnership Principle (1)
- Planning in Partnership Guide: Undertaking Co-Design under the Delivering Community Services in Partnership Policy 2018 (see IAP2 Code of Ethics [here](#))

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Consideration of the principles of diversity and inclusion form an essential part of Lotterywest's grant assessment process to ensure there are no barriers to participation and that there is broad community benefit from initiatives. As a discretionary grant maker, it is within its power to consider these outcomes so that we achieve our vision of "Building a better WA, together".

Current Lotterywest and Healthway grant making policies and/or guides reference religious organisations, access and inclusion principles.

Suggested updates have been drafted below to ensure both Lotterywest and Healthway's existing documentation clearly reflect the ongoing commitment to equality, diversity and inclusion in our grant making.

In the light of current community discussions, a new standalone policy will be developed for both Lotterywest and Healthway through targeted consultation with key stakeholders such as:

- Government departments and commissions who have developed similar policies or who have expert knowledge (Australian Human Rights Commission, Equal Opportunity Commission, Department of the Premier and Cabinet (Aboriginal Engagement Directorate), Department of Communities and Office of Multicultural Interests);
- Non-government organisations who lead best practice in this area such as [REDACTED] and [REDACTED];
- Lotterywest and Healthway's Chief Executive Officer and respective Boards.

Additional information will be added to Lotterywest and Healthway's website once this process is completed.

Proposed action

While the process to develop a standalone policy regarding diversity and inclusion is underway, it is recommended that the following updates be made to Lotterywest and/or Healthway's current documentation effective immediately:

1. Grant making eligibility guidance

Lotterywest's general policy on religious institutions is contained in the **Grant making eligibility** document.

*Suggested Lotterywest updates (bold italics): "As a matter of policy rather than eligibility, Lotterywest does not support religious organisations for their faith or spiritual activities. Grants only support the welfare and community service activities of faith-based groups **which meet the principles of equality, diversity and inclusion in line with Government policies, practices and anti-discrimination legislation.**"*

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Healthway's current approach outlined in its policy and available on the website, Religious Organisations and Events, may also be amended. *Suggested Healthway updates (bold italics):* "Applications from a religious organisation or a group seeking funding for a project, event or activity that is considered religious in nature will not be eligible for consideration if any of the following applies:... **does not meet the principles of equality, diversity and inclusion in line with Government policies, practices and anti-discrimination legislation.**"

Good practice guide for events

Lotterywest's general approach to access and inclusion is contained within this guide. Its current focus is on events with a secondary focus on initiatives. It does not currently refer explicitly to programs, equality or diversity.

Suggested Lotterywest updates for the internal guide:

- Rename this document to become "Good practice guide for events, **initiatives and programs**".
- Update text throughout to reflect that the guide applies to events, initiatives and programs and not just events.
- Update the section of the document relating to "Access and Inclusion" to become "**Equality, diversity and inclusion**" and include the following text: "**Lotterywest is committed to equality, diversity and inclusion, in line with Government policies, practices and anti-discrimination legislation. Events, initiatives and programs supported by Lotterywest are encouraged to adopt this approach.**"

Suggested updates for the one-page guide linked to the Lotterywest website [here](#) as follows:

- Rename from "Lotterywest guide: Good practice for events" to become "Lotterywest guide: Good practice for events, **programs and initiatives**"
- Update the introduction as follows: "In recognition of Lotterywest's vision to build a better Western Australia together, this guide aims to assist organisers of Lotterywest supported community events, **programs** and initiatives to consider and adopt practices to help make them more inclusive, healthy and sustainable.
- In the table, replace "Access and Inclusion" with "**Equality, Diversity and Inclusion**"
- Add the following dot point to the table: "**Respect equality, diversity and inclusion in line with Government policies, practices and anti-discrimination legislation.**"

2. Determining good governance policy

Suggested Lotterywest updates: Policy statement 3(e) as follows: "They **respect equality, diversity and inclusion** and represent the interests of those they are set up to support, with opportunities for community engagement;"

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Update the section "Confirmation of these issues requires the following elements to be assessed": (b) Community engagement with the governance process ***which respects equality, diversity and inclusion***"

3. Guidance for determining good governance

Suggested Lotterywest updates: Scope section - "They ***respect equality, diversity and inclusion*** and represent the interests of those they are set up to support, with opportunities for community engagement;"

Update the section "Guidance elements": "Community engagement with governance": "An appropriate level of community engagement is evident, ***which respects equality, diversity and inclusion***".

4. Lotterywest and Healthway website

Suggested Lotterywest updates [here](#): "What we don't support": The faith-based activities of religious organisations, however the welfare and community service activities of faith-based groups may be supported ***provided that they respect the principles of equality, diversity and inclusion.***"

We will provide training and support to our Grants & Community Development and Healthway teams to ensure they have a strong understanding of our ongoing commitment and the specific updates that have been made to our policies and guidelines.

Recommendation

1. Approve the above changes to the current guides and policies to give immediate effect to Lotterywest's approach to equality, diversity and inclusion, including amendments to Heathway's Religious Organisations and Events Policy.
2. Approve the development of a stand-alone Grants Policy on Lotterywest and Healthway's commitment to equality, diversity and inclusion.

☒ APPROVED ☐ NOT APPROVED

Comments