



CHRISTIAN MEDIA & ARTS AUSTRALIA

DIVERSITY POLICY

PREAMBLE

Christian Media & Arts Australia (CMAA) represents and serves the needs of Christian community based broadcasters, content and culture makers.

CMAA and its members are part of a diverse sector of community based broadcasters and artists, contributing to the plurality of media and cultural expression in Australia.

As a Sector Representative Organisation (SRO) among fellow Community Broadcasters aligned with the Community Broadcasting Association of Australia (CBAA) and Community Broadcasting Foundation (CBF), along with other member broadcasters aligned to the Australian Narrowcast Radio Association (ANRA) and the Australian Subscription Television and Radio Association (ASTRA), CMAA both supports and celebrates the principles of diversity which are hallmarks of the community based broadcasting sector.

CELEBRATING DIVERSITY

CMAA believes that diversity is served when two things happen:

1. That organisations which serve and represent particular Communities of Interest [as provided by the Broadcasting Services Act 1992 (C'th)] are enabled to genuinely represent their community, and
2. That such organisations recognise and actively support other organisations representing comparable communities of interest with mutuality of respect, each exercising their rights in Australia's pluralistic democracy and defending the rights of others to likewise serve their communities.



THE CHRISTIAN MEDIA AND THE ARTS COMMUNITY - CORE BELIEFS

The community represented and served by CMAA derives its core beliefs from the Bible, and in particular the teachings of Jesus.

We believe:

- That all people are created in the image of God.
- That everyone is worthy of dignity and respect.
- That Jesus Christ died so that anyone could have eternal life, regardless of race, religion or any other attribute.
- That every person is to be respected, dignified and honoured as image-bearers of God himself.

CMAA is committed to following the example and teachings of Jesus who specifically reached out to those who were otherwise outcast among the people of his day – including the disabled, those of different races and other social and moral outsiders.

The CMAA membership is committed to likewise treating all people with respect and dignity, and moreover to working for beneficial outcomes for all.

SERVING OUR COMMUNITIES OF INTEREST

CMAA members are bound to provide unique programming to serve the Christian community. As their sector representative organisation (SRO), CMAA is likewise bound to specifically support the needs of Christian believers. This includes support for theological teaching, ministry and pastoral care.

For this reason adherence to the Christian religion, active participation in the Christian community and training in, or demonstrated knowledge of Christian theology (including practices of the Christian church), are expectations for board members, staff and volunteers both in CMAA and throughout its membership.

The free exercise of religion is an essential aspect of Australia's diverse democracy. The cause of diversity is well served when organisations which support people and communities of faith are enabled to do so, including the right to make employment choices based on appropriate religious adherence.



POLICY

With regard to its own operations and those of its members, CMAA will advocate outcomes such that:

- a. All people will be regarded with respect and dignity as image-bearers of God himself, regardless of race, religion, sexuality, gender, marital status, or any other attribute.
- b. In pursuit of a diverse community media sector, the right of faith-based organisations to make employment, programming and other decisions consistent with the tenets, teachings, beliefs and values of their faith will be supported and defended.
- c. Christian stations will retain the right to choose staff based in their capacity to serve the particular needs of the community served by the service, and
- d. CMAA will likewise support and defend the right of stations serving other faiths positions.
- e. CMAA recognises that in support of a pluralistic democracy specific choices must sometimes be made when appointing persons (paid or volunteer) to specific positions in faith-based organisations, such that adherence to the faith is an inherent requirement of the position.
- f. CMAA supports the right of all faith-based organisations to discriminate in favour of genuine adherence to their faith when making appointments for which adherence to the faith is a genuine requirement.