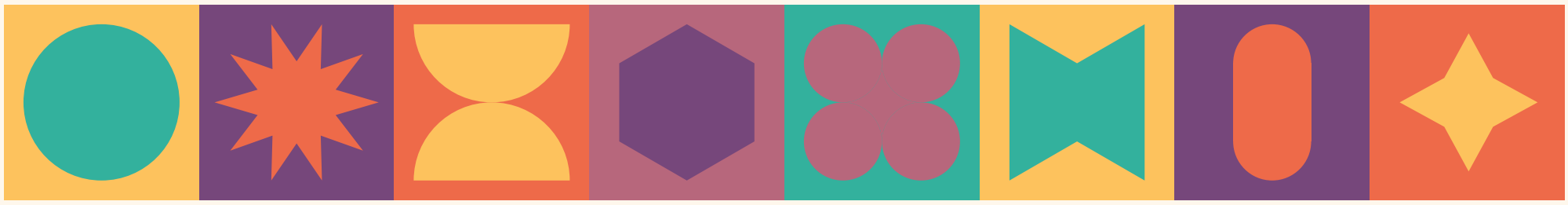

Diversity and Inclusion Statement

Odyssey Victoria recognises Aboriginal and Torres Strait Islander peoples as the traditional custodians of the land and waters now known as Australia. We acknowledge the continuing impacts of western settlement on this country. We are committed to providing a culturally safe environment for Aboriginal and Torres Strait Islander peoples and to supporting opportunities for cultural connection wherever possible. We commit to working in partnership with local Aboriginal communities.

Odyssey Victoria values the richness of people's backgrounds and identities. We are motivated to providing a safe and inclusive environment for everyone from all cultures, genders, sexualities, bodies, abilities, religions, spiritualities, and ages. We recognise the contributions and resilience of the diverse communities we work with, and we are dedicated to working alongside them in partnership, mutual learning, and to elevating their voices.

We welcome people from the lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQIA+) communities. We aim to provide a workplace and a service that is inclusive and culturally safe for people of all gender, sexual and bodily identities.

We know that our clients, residents, students, volunteers and staff come from many culturally and linguistically diverse backgrounds. In order to provide them with the best outcomes, we need to better understand and respect their cultural sensitivities, customs and beliefs.

Odyssey Victoria is committed to making the services we provide more accessible for everyone. Wherever possible we work to identify and remove the things that make it difficult for people with a disability to use our services.

Odyssey Victoria recognises that discrimination and structural inequalities contribute to poor health, mental health and social outcomes. Social justice and equality are at the heart of everything we do. We realise that individuals and communities who have multiple identities of culture, religion, sexuality, gender identity and disability may face even more disadvantage and discrimination. We understand that people who experience problematic drug and alcohol use hold multiple identities, roles and needs and we support them best when we understand, honour, and celebrate difference.

Odyssey Victoria