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Give aboriginal people an equal chance of learning and employment.

Section 1 - purpose and context

The organization operates with the vision and mission of the designing programs and policy that eradicates injustices regarding employment opportunities based on origin, sexual orientation, and gender. In addition, perfection in the allocation of job opportunity is the key factor to overcome emerging disadvantages. The organization highly believes in its professionalism, ethical standards and care to the entire community. This positive attributes would create a platform to offer equal chances to access education and employment to the people (Aboriginal and Torres Strait Islander).

The organization gives more attention to the Aboriginal or Torres Strait Islander since they are considered the less privilege group in the country. The argument is based on the fact that they are given less chances to education and employment opportunities. The organization joins hands with other organization that shares similar opinion of the need to support the Aboriginal or Torres Strait Islander people.

Indigenous education and employment policy

The organization has set in place strategies to ensure that the Aboriginal or Torres Strait Islander people enroll in the education system in order to obtain the recommended skills and knowledge for employment. The fundamental role being played is improving the general public view on the benefits of education and the need to have a smooth and a running system with equal chances to all citizens. Employment goes hand in hand with education

therefore the organization has offered equal opportunities to the Aboriginal or Torres Strait Islander people. It would motivate and eradicate the discrimination at workplace and on the other hand promotes the teamwork spirit.

The organization is getting credit on its commitment in the fostering equal chances in the education sector and the workforce for the disadvantaged Aboriginal and Torres Islander people. The supportive strategies for this policy include;

- Promotion of the available employment opportunities within the organization through a well established indigenous network.
- The process for recruiting the qualified candidate should be culturally sensitive hence ensuring that the entire process encourage and motive the representation of the Aboriginal and Torres Islander in the entire workplace.
- The development and awareness of the cultural practices would be set to ensure the non-indigenous employees coexistence with the Aboriginal and Torres Islander in the workplace.
- The accessibility of the training facilities would enable the management to enhance their ability to understand the nature of the indigenous cultural emerging issues.
- In order to encourage the Aboriginal and Torres Strait Islander people to seek for employment in the organization the community would have to develop a good relationship and suitable partnership hence motivating the non- indigenous people and the indigenous.
- The organization should provide professional and training development to

the indigenous employees to facilitate them obtains the recommended career opportunities and skills.

Section 2 – definitions

The policy defines the Aboriginal and Torres Islander as the disadvantaged group in Australia. The perfect definition is an individual who is a descendent of the Aboriginal and Torres Island and the community recognizes them.

Indigenous education and employment policy is effective to the Aboriginal and Torres Strait Islander. Indigenous reference to the Australia based people who are the Aboriginal and Torres Strait Islander. The definition of the policy would assist the organization and the indigenous people to obtain equal chances of education and employment compared the non-indigenous people.

References

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