Welcoming Disabled Team Members

GVM’s Managing director is a recipient of the NDIS. His non-GVM work includes advocacy – primarily in the area of disabled sport. GVM is a disability-friendly workplace that provides a number of additional supports as well as workplace flexibility (e.g. for staff to attend NDIS and other appointments)

GVM has a strong and longstanding commitment in this area that manifests in our determination to provide more than the base level of WCAG compliance in everything we do.

As one example, while some provide transcripts for videos, we provide two; one for hearing impaired but sighted people and a separate one that interoperates with the JAWS software used by vision impaired learners.

It is this commitment that has seen us engaged by Vision Australia to develop training materials for their sighted, and unsighted staff.

A Culturally Diverse Workplace

GVM do our very best in this area. While our roles tend to require technical levels of education, we do not see this as a barrier. In particular we willingly engaged a person last year whose unfortunate background had made her virtually unemployable elsewhere. This year we have engaged a long-term unemployed person who came to us without skills, but a willingness to learn. He is now a valued and rapidly developing member of our small team.

In the past we have agreed to take on and train other people in need such as a previously unemployable refugee from Iran without any technical skills or English who has since gone on to become a citizen with an impressive CV.

GVM provide staff with training not only in areas directly related to our work, but we pay for staff to learn English as well (for example).

We have so far sponsored two migrants and paid for them to achieve permanent residence.

We have provided in-kind sponsorships for the Reach Foundation, Make a Wish Foundation and others.

Our “multicultural” days are great fun – we are taken on journeys around the world by the many staff able to take us on a virtual journey of their places of origin. We love it!

Our two native Bengali speakers give us weekly lessons in their language and our native Spanish speaker gives us a weekly lesson in Spanish. Talk about fun!

For further details on GVM’s policies related to the sustainable use of resources and waste & pollution management, please refer to

**Attachment 1 - Environmental Policy**

But that’s nothing compared to what we actually do…

Sustainabiilty

Internally

While our business operates in an area that does not create significant environmental hazard, environmental standards are nevertheless a **key business driver**. The fact that it's easy for us to comply with standards does not lead to complacency. For example, we always travel carbon neutral, all new company vehicles are low emission and we avoid paper based documentation in favour of electronic materials where appropriate.

* All projects are now carbon neutral
* We monitor and publish our footprint regularly and are proud of our results:

Refer to <https://www.globalvision.com.au/sustainability.html> or scan this QR code

* All our power is sourced from hydro electricity
* GVM’s vehicles are now 100% electric
* In 2011 and 2012 GVM invested significantly in a new electronic record keeping and project management processes designed to achieve paperless, yet ISO9001 certified systems. These will be deployed for the administration of this project. As a result, we have all but eliminated paper.

Externally

However these achievements are small compared to our award winning and high profile **proactive advocacy in this area.** Global Vision’s Founder *literally* wrote the book on Australia’s Climate Change Response (ref: *Power Failure: The Inside Story of Climate Politics Under Rudd and Gillard* ***–* Philip Chubb,** 2014, Black Books). This too is an area where GVM has taken a community leadership role in Victoria.

However our greatest achievements and awards are not so much for our impressive environmental record, as much as for our active participation in public environmental education - something we regard as a public duty.

* GVM’s outstanding environmental commitment was **showcased by the Victorian Employers’ Chamber of Commerce and Industry** (VECCI) in 2011 when a training project we delivered for VicRoads were a central case study for their **“Green IT”** publication - available on request.
* We were awarded the Antenna Award for best TV series for **our environmental TV series Making the Switch** which screened in Australia and provided practical advice to households to help them reduce environmental footprints.
* Throughout 2009 and 2010, The Victorian Government **Department Sustainability Victoria** was a major sponsor of our environmental film challenge for school children **Futureshots**. We were proud to receive around seventy films as entries from children with an environmental focus.

Our Futureshots awards nights were attended by some of the nation's **most recognisable environmentalists** and the 2010 launch was attended by several members of the cabinet and federal representatives.

Our other sustainability projects include work for Melbourne Water, the Clean Energy Council, the Waste Management Group and many others.

Gender Equality

Internally

We’re proud of our record in this area. Not only do we have (and meet) gender equity and pay equity at all levels, but we have exceeded them. Our targets are published on our Work180 profile and consist of:

* 50:50 representation both overall by 2022 (currently 47:53 and on track)
* 50:50 representation at management level (exceeded)
* Overall pay equality (exceeded).

**What our Female Staff Say:**

We were proud that Work180 chose GVM for a detailed profile piece on gender policy leadership you can read here: <https://tinyurl.com/yyyyc3j3> (or scan the QR code to the right)

*Global Vision is an organisation that encourages and supports the growth and development of its employees. Finding a company that offers opportunity to learn, values a positive/hard-working environment, and cares about its employee’s wellbeing can be hard- I am thankful to have found all of that and more at GVM. I often hear stories about individuals struggling with the lack of flexibility within their organisation- when circumstances in their life change or unexpected situations arise. For me, knowing that Global Vision is willing to work with me and be flexible if/when things change, shows that I am valued. I believe everyone should be valued in their workplace.*

**Rebecca Heywood, Business Development**

GVM provide an Employee Assistance Program free to staff.

GVM offers a domestic violence policy to staff that was actually adopted as the model for other organisations at the recommendation of Work180. We went to the extent of consulting with a prominent Order of Australia medal-winning Australian renowned for her work in this area to ensure it is second to none.

Externally:

Meeting targets is one thing, taking a stand is another. GVM is an active advocate in the Victorian business community on gender issues in a range of ways.

Our Managing Director is one of a very select group of small business owners chosen as a Federal Government WGEA Ambassador (for gender pay equity)

GVM are a featured Work180 subscriber. Work180 is an international organisation devoted to gender equity. They frequently feature GVM as a standout organisation. Most recently Work180 featured GVM’s initiatives in an article around employers’ support for victims of domestic violence. GVM’s Work180 profile illustrates the extent to which employment conditions at our organisation go well beyond our legal obligations in areas ranging from parental leave to domestic violence.

Work180 frequently turns to GVM for quotes to support its advocacy initiatives.

Almost half the local governments in Victoria have embraced our Equal Employment Opportunity course as the basis of their own training in this area