

EMPHN's commitment to equity and inclusion

We prioritise equity in our Strategic Plan and recognise inclusion as fundamental to living our organisational values: integrity, working together, and courage. We are committed to creating a health system and a workplace where everyone can meaningfully contribute and thrive.

Equity

- *is the fair treatment of individuals based on their specific needs, enabling all to participate, perform, and engage equally.*

Inclusion

- *refers to environments – within our organisation and the broader health system – where people of all backgrounds, identities, and experiences, across age, gender, sexuality, language, culture, ability, neurotype and socio-economic-status are respected, supported, and valued.*

Intersection

- *recognises individuals may experience more than one form of disadvantage or discrimination based on their specific cultural or personal attributes, resulting in greater health inequities*

First Nations

EMPHN is deeply committed to supporting Aboriginal and Torres Islander People's right to self-determination. We do this by fostering genuine partnerships with the Aboriginal Community Controlled Health sector, community stakeholders, and working closely with our Aboriginal Consultative Council. Central to our approach is enhancing cultural safety across all primary health services, ensuring environments where First Nations people are welcomed, respected, and understood. By upholding these values, EMPHN works to reduce health inequities and improve access for First Nations communities.

Representation and community partnerships

Our work is enriched by collaborating with individuals and communities who face systemic exclusion from health sector decision-making – including people from diverse cultural and linguistic backgrounds, people with disability, and the LGBTQIA+ community. We are committed to working in partnership with individuals and communities to shape approaches that reflect their knowledge, priorities, and strengths.

Lived experience

We recognise and value the knowledge and wisdom of people with lived experience of mental health conditions, aged care, palliative care, drug and alcohol concerns or chronic health conditions, and their supporters and the practitioners who work with them. Through collaboration across the health and community sectors, we ensure our work is responsive, respectful, and grounded in the needs and experiences of the people we serve.

Workforce

EMPHN seeks out professionals dedicated to enhancing healthcare for individuals and communities – employing, developing and promoting people who have the skill, capability and passion to deliver better health outcomes across the community. We work in ways that foster respect and a workplace culture of inclusion where individuals feel safe, respected for their identity, connected to their colleagues, and empowered to apply their skills.

Practical equity and inclusion

We strive to drive equitable health access and outcomes for communities, focusing on equity in data collection, engagement, monitoring, and evaluation. We invest in programs and services that are appropriate, culturally safe, accessible and affordable for hard to reach groups. We are committed to providing forums and opportunities to involve people and their carers who have traditionally been excluded from healthcare decision-making.