



**GREATER
WHITSUNDAY**
INNOVATION

FOCUS | TENACITY | CONNECTION | DEPENDABILITY | RECEPTIVENESS

Diversity and Inclusion Statement

2025

Major Partners



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Our Commitment

At Greater Whitsunday Innovation (GWI), we believe that diversity and inclusion are essential to driving innovation, collaboration, and regional growth. We are committed to fostering an environment where people of all abilities, backgrounds, and experiences can contribute, connect, and thrive. As the Mackay Isaac Whitsunday region's innovation hub, GWI reflects the diversity of our community and promotes equitable access to opportunity. We aim to create a space where every person feels welcome, respected, and supported to do their best work.

Defining Diversification and Inclusion

At GWI, diversification means actively creating opportunities that reflect the diverse makeup of our region—embracing differences in ability, age, culture, gender, experience, and perspective. Inclusion means ensuring that all people who engage with our organisation—whether as staff, coworkers, tenants, or visitors—feel valued, respected, and able to participate fully. We recognise that diversity fuels innovation, and that new perspectives lead to better ideas, stronger problem-solving, and more resilient regional businesses.

Why Diversity and Inclusion Matter

A diverse and inclusive innovation ecosystem benefits everyone. It strengthens collaboration by bringing together a wide range of viewpoints and experiences, inspires creativity in a rapidly evolving digital environment, and helps local businesses attract and retain talent. By building a culture that values diversity, equity, and belonging, we are contributing to a fair, future-focused regional economy where different perspectives are not only welcomed but essential.

Our Diversification and Inclusion Goals

GWI is committed to:

- Creating equitable access – We strive to ensure that everyone can participate meaningfully in our programs, workplaces, and events by reducing barriers where possible and remaining responsive to individual needs.
- Removing barriers where possible – We continuously review our operations and community engagement practices to identify and address challenges that may limit participation for people with disability or additional support needs.
- Fostering an inclusive culture and environment – We are committed to maintaining a safe, respectful, and welcoming workplace for all. We reinforce a zero-tolerance approach to discrimination or harassment and ensure that everyone feels valued and supported within our innovation hub.
- Continuous improvement – We are committed to ongoing learning and growth. GWI actively seeks feedback from coworkers, partners, and program participants to identify opportunities for improvement and to strengthen inclusion across everything we do.

Our Vision

Greater Whitsunday Innovation aims to build a thriving, inclusive innovation ecosystem where every individual and business has the opportunity to participate, collaborate, and succeed. By removing barriers where possible and maintaining a culture built on respect, equity, and openness, we empower people to create meaningful change and drive the region's growth through innovation.