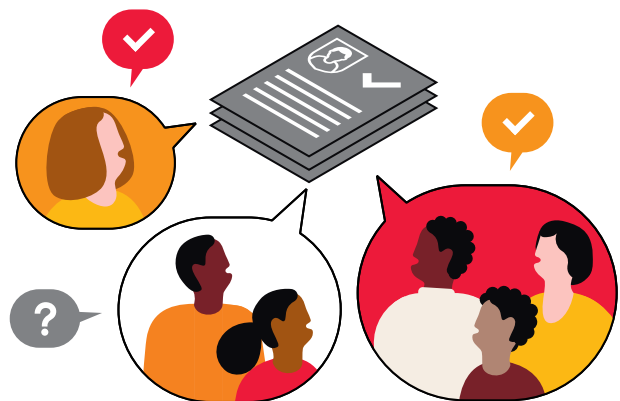


# POLICY 5

Name of organisation:

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# Equality, Diversity and Inclusion Policy



## Commitment to Te Tiriti o Waitangi

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**(insert name of organisation)** recognises Te Tiriti o Waitangi as Aotearoa New Zealand's founding document.

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**(insert name of organisation)** is committed to upholding the mana of Te Tiriti o Waitangi and the principles of Partnership, Protection and Participation.

## Values

Everyone involved in play, active recreation and sport joins with good intentions and we are all expected to do our best to treat each other with respect and comply with our policies and rules.

Children and young people in particular must be cared for, treated with respect and their welfare placed at the centre of everything we do in play, active recreation and sport.

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**(insert name of organisation)** seeks to foster a community that encourages understanding, appreciation and acceptance of all people within its membership.

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**(insert name of organisation)** is committed to welcoming, celebrating and including people of all cultures, in line with the concept of manaakitanga.

## Purpose

Aotearoa New Zealand is a country of people from many cultures, beliefs and backgrounds. We want to let people know we are a welcoming, accessible, safe place for all people. Our activity/sport is committed to including and celebrating diversity and people from all backgrounds.

Everyone involved in the activities of

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**(insert name of organisation)** need to play their part to make our sport a safe, welcoming space for everyone and to encourage participation by as many people as possible.

## Inclusion

We know there are different ways of thinking, doing things, working and feeling connected that may differ from our own. It is okay to be different in the same place.

We want to enable everybody to bring their whole self to

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**(insert name of organisation)** and engage in the activity/sport.

Everybody has the right to participate within an inclusive and safe space and to be treated with respect, care and a positive attitude.

We believe at its heart, inclusion is simple: no one is left out. That means more than saying everyone is welcome. It means taking action to include people in opportunities and that people feel they are included and belong. This involves talking, listening and following the lead of people from different cultures and backgrounds about ways our sport can be made safe and suitable for them. There should be no set way about how we do things. We will be flexible, instead of expecting people to adapt to how we think things should be done.

## Diversity

We believe there is strength in diversity. We welcome people of all races, cultural, ethnic, religious and socio-economic backgrounds. We encourage people from all cultures and backgrounds to become involved in the sport as participants, volunteers, employees and supporters. We will make our activity/sport governance and management bodies representative of our community.

## How

The following are ideas you could use/investigate for your organisation.

We welcome diversity and we are committed to taking steps towards inclusion. This is about more than just refusing to tolerate racism or discrimination.

We are part of a bigger picture. We want

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**(insert name of organisation)** to reflect the community that we are part of. We will have a good understanding of who is in our community and the obstacles they may face to participating in our activity/sport.

We will regularly engage with groups in our community, including schools, community centres, refugee centres, cultural groups and religious groups. This helps us understand the needs of our community and how we can improve

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**(insert name of organisation)** for everybody.

We will make our policy public by forwarding it to the above noted groups, publishing it on our website, posting it on our notice boards.

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**(Include any other methods of publication).** Then everyone will know how we work.

When we see notices in our languages or images that reflect who we are, we feel more welcome and included. With your help we wish to use multi-language signs and images that reflect our diversity as a

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**(insert name of organisation)**

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**(Amend to suit your community. For example you could specify a particular language).**

## Change

We will not always get it right. But we will try. With your help we can get it right.

Our place can be everybody's place with your help. We welcome your suggestions to change, improve your experience and make our place your place too.

We have a process for change. We ask that you complete the Change Form and give it to

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**(name a position within organisation)** such as the Chief Executive, or specific person who will deal with the change request.

Please contact us in a way you feel comfortable and we can work through your request together.

You are welcome to have a support person and/or translator present.

We will respond to your change request within [insert days for example "7 working days"]. Our response will let you know what we are going to do and why.

## Discrimination

Despite our best efforts, sometimes people are not inclusive, and do not respect the diversity of others.

Discrimination is unacceptable and unlawful.

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**(insert name of organisation)** will not tolerate discrimination against those involved in its activities/sport. If you have been or are being discriminated against, our Discrimination Policy outlines the steps you should take.

## Cultural diversity and inclusion

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**(insert name of organisation)** has been working on increasing our cultural diversity and being more inclusive.

For example, we have [list what is being done to increase diversity and inclusion within

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### **(insert name of organisation).**

The following are only examples, not an exhaustive list and will need to reflect what your organisation is doing:

- installed doors on the showers for greater sense of privacy and safety
- introduced female-only and male-only use periods through the day
- ensured gender-neutral toilets are available
- allowed greater flexibility of uniform wearing
- added key signage in English, Te reo Maori and [...]
- held an open day.

## APPENDIX 2

Name of organisation:

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# Change Request Form

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Name:

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Phone:

Email:

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Address:

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Date:

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Description of proposed change:

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How will this change help you?

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**(insert name of organisation)** to complete

Date received:

Received by:

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Can this change be accommodated?  Yes  No

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If no, why not?

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Provide this Change Request form to the [e.g. Chief Executive]



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Wellington 6011, New Zealand  
PO Box 2251 Wellington 6140  
Phone: +64 4 472 8058

[sportnz.org.nz](http://sportnz.org.nz)

New Zealand Government

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