EQUALITY, DIVERSITY, AND INCLUSION POLICY

Disability Sport and Recreation Hawke’s Bay (DSRHB) recognises Te Tiriti o Waitangi as Aotearoa New Zealand’s founding document and is committed to actively engaging and promoting the five principles of Tino rangatiratanga, Equity, Active protection, Options and Partnership.

**Values**

At DSRHB we value inclusive involvement for all people and the promotion of play, active recreation and sport with good intentions. Engagement into activities that are respectful and compliant to the organization's policies and rules. All children and young people are to be treated with care and respect, prioritizing their welfare and wellbeing in all play, active recreation and sport. DSRHB strives to foster a community that encourages understanding, appreciation, and acceptance of all people within its membership.

**POLICY**

DSRHB embraces Manaakitanga as an attribute that reflects our commitment to being inclusive of all people from different cultures, beliefs, ages and gender orientation.

**Purpose**

Aotearoa New Zealand is a country of diverse people. We aim to acknowledge all people and provide access to recreation and sport which is accessible, safe and nurturing. We are dedicated to being inclusive and celebrating diversity.

Every person involved in the activities of DSRHB is required to meet the expectations of the organisation to make our sports and activities a safe and welcoming environment for all involved, and to encourage participation wherever appropriate and possible.

**Inclusion**

We know there are different ways of thinking, doing things, working, and feeling connected that may differ from our own. We acknowledge It is acceptable to be different in the same place. We want to enable every person to bring their whole self to DSRHB and engage in the activity/sport. Every person has the right to participate within an inclusive and safe environment and to be treated with respect, care, and a positive attitude.

Inclusion is a core principle that we strive for at DSRHB, which requires the organisation to be accepting of all persons who are willing. We are committed to ensuring that we include people of all opportunities and foster belonging and inclusivity. This requires DSRHB to implore and support talking, listening, and following the lead of all people from diversity in regards to ways our sport can be made safe and suitable for their benefit. We are determined to promote flexibility of practice to ensure that we can meet the expectations of those we engage with, and adapt to our functions and actions to suit.

**Diversity**

At DSRHB we believe there is strength in diversity. We are accepting and welcoming of all people considering, people of all races, cultural, ethnic, religious, and socio-economic backgrounds. We encourage people to become involved in sport as participants, volunteers, employees, and supporters. We aim to make our activity/sport, governance and management bodies representative of our community.

How/Action

We welcome and encourage diversity, and are committed to being inclusive. We are non tolerant towards any acts of discrimination or marginalization towards any person or people.

We are continuously cognisant of contemporary Aotearoa and people. We want DSRHB to reflect the community that we derive from. We are committed to an ongoing understanding of the frame our community exists and the barriers that restrict all people from participating in our activity/sport.

We commit to regular engagement with groups in our community, inclusive of, but not limited to; schools, community centers, refugee centers, cultural groups, and religious groups. The purpose of this engagement is to encourage and understand the needs of our community and how we can improve DSRHB for every person.

We are dedicated to ensure our policies are transparent and robust, by including community awareness and consultation of our policy documents. Our policies will be made available for public awareness via stakeholder distribution, our website, and public notice boards. (Include any other methods of publication). This will allow wide distribution and transparency of our functions and encourage further community input.

We will strive to ensure that we are inclusive of all languages and cultural practices to ensure our messages reflect our community. With the support of the community and local Iwi we aim to ensure that we are multilingual, gender and culturally neutral and inclusive with our representative signs and images. We encourage feedback, direction and advice from our community to ensure we acknowledge the people in our community.

**Change**

At DSRHB we acknowledge that we will always aim to do our best to meet the needs of the public in their best interests. With community input we will always strive to improve. We aim to ensure that our environment can be every person's safe environment. We welcome suggestions, for change, to and ensure there is safety for all.

We are open to feedback and any recommendations for improvements. Our process for change can be conducted by completing a Change Form, which is available online or in hard copy. This can outline any recommendations for change, which can be completed and submitted anonymously.

All submissions for change will be acknowledged within 7 days of receipt, and a brief outline of next steps to be taken, and any further relevant information available at the time.

Further options can allow the organization to facilitate face to face feedback and conversations with any additional support requirements, such as but not limited to; a translator, any support person/s.

**Discrimination**

DSRHB will not tolerate discrimination of any kind, against those involved in its activities/sport. We acknowledge discrimination is unacceptable and unlawful, and we would prompt and support any person experiencing such acts to seek support and advice as governed by our Discrimination Policy.

We acknowledge that respecting diversity and inclusivity is the responsibility of every individual and encourage all who participate and engage in our activities to act with care and kindness.

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