

Mangaparae Papakainga

Policy Rationale

This Policy aims to provide a foundation to support TWA Trust commitment to achieving a diverse workforce and inclusive workplace practices to harness the organisational benefits of diversity, further social justice and comply with legislation.

1. By diversity we mean all the ways that we are both similar and different, including individual and organisational characteristics, values, beliefs, experiences, backgrounds, preferences, and behaviours. It involves variations in visible factors such as gender, age or ethnicity, and invisible diversity such as religion, sexual orientation, education, skills and ways of thinking.

2. By inclusion we are about achieving a work environment in which everyone is treated fairly and respectfully, has equal access to opportunities and resources, and can contribute fully to the organisation's success.

Policy

3. TWA Trust recognises the importance of nurturing an environment that values and promotes diversity and inclusion. These environments are more innovative, more dynamic and attract and retain top talent and bring out the best in everyone. We live in one of the most diverse nations in the world. Economically and socially – New Zealanders are better-by-diversity on many levels. Diversity and Inclusion enables us to better reflect and serve the Sport Sector and the diverse communities which we interact with.

4. At a national level - Diversity creates a more productive, creative and dynamic society and improves our ability to see and connect with the world around us. 5. At an individual level - People need to feel included and valued in order to be successful in our work. Without inclusion – there is a disengagement (a lower discretionary effort/lack of engagement).

Principles

- We value diversity because it reflects and serves our nation and ensures our people thrive
- We're all accountable to create an inclusive culture
- We are committed to attracting diverse talent and hiring fairly
- We support flexible ways of working
- We're committed to equal pay for equal work
- We have an obligation to champion diversity and inclusion in the sport sector Procedures The organisation will:
- Join and maintain its membership with Diversity Works NZ and involve other organisations and projects that can assist to further the aims of this policy

- TWA Trust will form a Diversity & Inclusion Committee of a cross-section of employees
- TWA Trust will profile the diversity of its employees
- TWA Trust will maintain a Diversity and Inclusion Strategy and Policy
- TWA Trust will measure the progress of its diversity and inclusion journey
- TWA Trust will provide adequate training for managers about discrimination unconscious bias and the business benefits of diversity and inclusion
- TWA Trust will promote its position on discrimination to all employees
- Employees should immediately report concerns about discrimination to their manager or the CEO
- TWA Trust will deal with concerns promptly and decide whether an informal or formal approach is appropriate, taking into account the wishes of the complainant
- If the issue is not satisfactorily resolved or if the complainant wishes at any time, TWA Trust can assist the complainant to contact the Human Rights