

Diversity, Equity & Inclusion

1.0 Purpose

Why we have this policy

This policy outlines our commitment to building a diverse and inclusive culture for all of our people at New Zealand Red Cross | Rīpeka Whereo Aotearoa. It describes the conduct that we expect from everyone to create an environment where diversity, equity and inclusion are respected in our day-to-day operations. This is central to our Fundamental Principles, our commitment to uphold Te Tiriti o Waitangi¹ and our mission of improving the lives of vulnerable people.

2.0 Scope and coverage

When to apply it

This policy applies to all New Zealand Red Cross | Rīpeka Whereo Aotearoa people including employees, members (including those who volunteer their time) and contractors. It is relevant to all interactions by Red Cross people.

3.0 Policy statements

How to apply it

New Zealand Red Cross | Rīpeka Whereo Aotearoa seeks to increase the diversity of its people, promote inclusion and foster equity so that we become a stronger organisation, with the capability and confidence to achieve our mission of improving the lives of vulnerable people.

We expect all our people to act without unlawful discrimination on any grounds, in line with the Code of Conduct, in their work with other Red Cross people.

3.1 Focus areas

To achieve this goal our areas of focus are:

- To improve our **leadership of and accountability** for diversity, equity, and inclusion by:
 - Advancing initiatives that embed and champion diversity, equity, and inclusion throughout the organisation.
 - Building the skills and capability of our people leaders to actively promote and foster diversity, equity, and inclusion.
 - Supporting Red Cross people- led networks that create a space and mandate for connection between those with shared lived experiences, so they can bring their whole selves to work and foster inclusion at New Zealand Red Cross / Rīpeka Whereo Aotearoa.
 - By being a culturally competent and inclusive leader across a broad range of cultures.
- Treating people fairly and leveraging the unique thinking of diverse groups.
- To develop **policies, processes, and systems** that support diversity, equity, and inclusion by:
 - Implementing policy and practices that support and encourage diversity, equity, and inclusion throughout all areas of New Zealand Red Cross | Rīpeka Whereo Aotearoa.
- To support **diverse voices** to be heard by:

¹ The Treaty of Waitangi | New Zealand Red Cross

- Providing and supporting channels for communications and engagement that enable our people, and the communities we interact with, to meaningfully participate
- Increasing organisational understanding about key diversity, equity, and inclusion concepts and themes.
- Setting expectations for conduct for all our people and addressing behaviour that falls short of our Code of Conduct and undermines diversity, equity, and inclusion.
- Encouraging Red Cross people-led and ally supported networks, which bring richness to workplaces and contribute valuable subject matter expertise.
- To **learn and improve** by:
 - Collecting and using appropriate data to monitor and report our progress on diversity, equity, and inclusion initiatives.
 - Establishing mechanisms for employees and members to provide feedback about their inclusion experiences.

4.0 Roles and responsibilities

ROLE	RESPONSIBILITY
Executive Leadership Team	<ul style="list-style-type: none"> ● Agree and champion the organisational approach to diversity, equity, and inclusion, including setting or as appropriate recommending to the National Board priorities and any performance measures.
General Manager People Experience and Support	<ul style="list-style-type: none"> ● Ensure this policy remains current and fit for purpose. ● Monitor compliance and breaches of the policy.
Director People and Capability and Director Membership and Volunteering	<ul style="list-style-type: none"> ● Promote awareness and provide access to relevant training on diversity, equity, and inclusion. ● Ensure policies and practices support diversity, equity, and inclusion. ● Oversee disciplinary processes to support diversity, equity, and inclusion.
People Leaders	<ul style="list-style-type: none"> ● Model inclusive behaviour, making decisions based on merit, and encouraging diversity, equity, and inclusion in their teams or activity areas. ● Ensure Red Cross people understand their responsibilities under this Policy. ● Foster a working and membership environment that respects diversity and equity and inclusion. ● Respond to any complaints raised under this Policy and its supporting documents in a timely manner. ● Provide equal access for Red Cross people to opportunities for progression, training and development, and promotion.
All Red Cross people	<ul style="list-style-type: none"> ● Treat other Red Cross people, customers, donors, partners, community members or supporters fairly and equitably, in line with the Code of Conduct. ● Respect diversity in interactions with others. ● Maintain awareness of the policies that support diversity, equity, and inclusion.

- Engage actively in opportunities to grow capability and skills that support diversity, equity, & inclusion. Report conduct that is inconsistent with our commitments to diversity, equity, and inclusion.

5.0 Breaches of this policy

Conduct that is inconsistent with this policy can be reported as a breach of our Code of Conduct and managed similarly.

6.0 Definitions

Key technical terms in this document

For the purposes of this policy the following definitions apply:

Diversity refers to the full range of different social backgrounds and identities that make up populations. It includes, but is not limited to, gender identity, ethnic origin, nationality or citizenship, age, disability, language, political opinions, religious beliefs, social background, sexual orientation, physical appearance, colour and racialised² identity.³

Equity refers to fair outcomes for individuals belonging to diverse groups, achieved by addressing the barriers each of these group's face.⁴

Inclusion refers to reducing inequalities based on social backgrounds, identities, roles, and power relations. Providing inclusive services means giving equitable access to resources for all. In the long term, inclusion also focuses on facilitating access to opportunities and rights for all by addressing, reducing, and ending exclusion, stigma, and unlawful discrimination.⁵

Red Cross People are all members, employees, and those who volunteer their time to support the mission and work of New Zealand Red Cross | Rīpeka Whero Aotearoa. Contractors who cover Red Cross people roles are also included as Red Cross People.

7.0 Related Policy and Supporting Documents

Red Cross Movement regulations	Fundamental Principles of the International Red Cross and Red Crescent Movement IFRC Protection, Gender, and Inclusion Policy June 2022 Safe and Inclusive Humanitarian Environment Pledge, 33rd International Conference of the Red Cross and Red Crescent 2019
NZ Government Legislation	Human Rights Act 1993 Employment Relations Act 2000 New Zealand Bill of Rights Act 1990
NZRC Policy	Code of Conduct Members' Handbook Unacceptable Behaviour Bullying Harassment and Discrimination Protected Disclosures Policy (Whistle Blower's Policy) Recruitment and Selection Policy Reward and Recognition Policy

² IFRC Protection, Gender & Inclusion Policy (PGI Policy) adopted June 2022.

³ IFRC PGI Policy (2022), page 5.

⁴ Diversity Works Aotearoa New Zealand. <https://diversityworks.nz/about-us/>

⁵ IFRC PGI Policy (2022), page 5.

Equal Employment Opportunities Policy (to be developed)
Youth Participation Policy

Procedures	Diversity, Equity, and Inclusion Plan Te Ao Māori Programme Plan Youth Engagement Strategy Flexible Workplace Guidelines
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8.0 Information about this policy

Audience	All Red Cross people
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Approval date	6 June 2024
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Effective date	6 June 2024
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Review date	May 2028 -4 year cycle
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Policy questions?	Director People and Capability
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Approving authority	Secretary General
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