Draft Equity and Inclusion Policy

We're committed to building inclusive, safe, resilient, and connected communities.

Introduction

Te Haumako Te Whitingia Strengthening Communities Together Strategy 2022 details Christchurch City Council's commitment to building inclusive, safe, resilient and connected communities. The Strategy contains four pou/pillars:

- **People**
  The city actively promotes a culture of equity by valuing diversity and fostering inclusion across communities and generations.

- **Place**
  We help build connections between communities and their places and spaces to foster a sense of local identity, shared experience and stewardship.

- **Participation**
  Residents and groups in the wider community are socially and actively engaged and able to initiate and influence decisions that affect their lives.

- **Preparedness**
  People feel safe in their communities and neighbourhoods and work together to understand, adapt and thrive in the context of change and disruption.

In adopting Te Haumako Te Whitingia Strengthening Communities Together Strategy, the Council agreed to a review of several community-facing policies, with the intention that these policies would be incorporated into an overarching Equity and Inclusion Policy. The principles of these policies remain and are actioned through the Council's Te Haumako Te Whitingia Strengthening Communities Together Strategy, Council's Multicultural Strategy 2017, and this policy statement.

This policy combines the Ageing Together Policy 2007, Equity and Access for People with Disabilities Policy 2001, Children's Policy 1998, Social Wellbeing Policy 2000 and Youth Policy 1998.

Definitions

Equity

Equity is defined as "the quality of being fair or impartial" or "something that is fair and just". Minority groups often have technically equal rights but are still treated unfairly due to unequal access to resources or opportunities.

There is a distinction between equality and equity: Equality means things are "the same" and equity means things are "fair." It is possible that something can

be equal but not equitable and, inversely, something could be equitable but not equal. Both have to do with the way people are treated.

People should have equity, regardless of gender, ethnicity, age, sexual orientation, disability, geographical location or socio-economic status.

Inclusion

The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of other minority groups.

Inclusion is ensuring that everyone has an equal opportunity to contribute to and influence every part and level of a workplace, and belonging is ensuring that everyone feels safe.

Accessibility

People have equal rights to access the physical environment, information, communication, and Council services.

Legislation

Te Tiriti o Waitangi is New Zealand's founding document. Te Tiriti requires councils to establish, maintain and improve opportunities for Māori to contribute to local government decision-making processes.

New Zealand Bill of Rights Act 1990 protects the civil and political rights of all New Zealanders. Under this Act, everyone has the right to freedom from discrimination as outlined in the Human Rights Act 1993.

Building Regulations 1992 contains the Building Code for which all building work in New Zealand must comply. The Building Code's access provisions ensure that people with disabilities can carry out normal activities and functions within buildings.

Human Rights Act 1993 protects all people in New Zealand from discriminatory treatment based on personal characteristics, including religion, race, ethnicity, disability, age, and sexual orientation.

Local Government Act 2002 requires councils to consider and promote the social, economic, environmental, and cultural well-being of communities in the present and for the future. When making decisions councils are expected to take account of the diversity of their community, and the community's interests and the interests of both the future community.

Purpose

This policy describes the Council's approach to enabling people from all communities and all areas of the city to have equitable access to our services. It recognises the Council's responsibility to ensure that its decision-making reflects its commitment to foster equity and inclusion for all Christchurch and Banks Peninsula residents.

The Council values the skills and strengths that all residents bring to our city and recognises that some of our residents may face disproportionate disadvantage in accessing Council services. The purpose of the policy is to ensure that equity and inclusion is embedded into everything we do.

The policy is intended to:

- Inform Council decision-making and investment.
- Apply an equity and inclusion lens over all Council services.

Policy scope

For some of our residents, there may be barriers to accessing information, places, and spaces. There may also be challenges in feeling included and seen in Council decision-making – both at a governance and at an operational level.

The Council recognises and values everyone in our community regardless of age, gender, disability, ethnicity, culture, geographical location, sexual orientation, gender identity, income or family status.

This policy applies to the procurement, management, and delivery of Council services. All elected members, employees, volunteers, and third parties/contractors carrying out work on behalf of the Council are required to comply with this policy.

Policy statement

The Council recognises, values and welcomes the diversity of people living, working and visiting our city. We are committed to promoting equity and tackling social exclusion and discrimination for people or all ages, ethnicities, cultures faiths, gender, and abilities. The Equity and Inclusion Policy affirms the Council's commitment to this.

The Council will strive to achieve a more equitable city where everyone is respected and shares in the city's success and prosperity.

We will continue to develop an inclusive and accessible city where diversity is celebrated, human rights are protected, our interdependencies are recognised, and all abilities are valued and developed.

Principles

The Council will have regard to the following seven pillars of inclusion:

- **Access** – creating barrier-free access to information and places.
- **Attitude** – celebrating diversity in our city.
- **Choice** – providing the space for informed community decision making and participation.
- **Communication** – examining the way we let people know about the options to get involved.
- **Opportunity** – ensuring everyone has the enabling active, engaged, and connected communities.
- **Partnership** – working with stakeholders, mana whenua, and NGOs.
- **Policy** – detailing our commitment to, and responsibility for, inclusive practices.

Policy detail

The Council commits to promoting equity and fostering an environment in which equity and inclusion are valued. This policy should guide decision-making and action across the organisation.

This means:

- Understanding and addressing structural exclusion and its impact on delivery of services.
  - We will lead, support and advocate for all communities.
  - We will treat everyone with dignity and respect their rights and beliefs.

- Being aware of inequalities and barriers to participations and what this means in decision-making.
  - We will build capability across the organisation so that everyone at the Council is aware of inequalities and what this means in their role.
  - We will work to measure the wellbeing of our residents in our monitoring and reporting to ensure Council responses reflect the needs and views of the whole community.

- Consistently applying equity and diversity principles in everything we do.
  - We will integrate equity and inclusion principles across the whole of the Council.
  - We will actively pursue positive outcomes across our services and programmes.

- Anticipating, identifying and responding to people's different needs and circumstances.
  - We will work towards utilising inclusive design principles to remove barriers to access to physical spaces, information, and participation.

- Championing equity and inclusion within the Council to ensure that equitable considerations are integrated in the decision-making and governance of the Council.
  - We will use an equity and inclusion lens to inform decision-making to avoid discrimination, promote inclusion and increase fairness in the city, wherever possible.

References and related documents

Document	Link
Intersection Design for People with Disabilities 2016	https://ccc.govt.nz/the-council/plans-strategies-policies-and-bylaws/policies/accessibility-policies/intersection-design-for-persons-with-disabilities-policy/
Infrastructure Design Standard 2022	https://ccc.govt.nz/consents-and-licences/construction-requirements/infrastructure-design-standards/download-the-ids/
Parks and Waterways Access Policy 2002	https://ccc.govt.nz/assets/Documents/The-Council/Plans-Strategies-Policies-Bylaws/Policies/ParksAndWaterwaysAccessPolicy2002.pdf
Multicultural Strategy 2017	https://ccc.govt.nz/assets/Documents/The-Council/Plans-Strategies-Policies-Bylaws/Strategies/Multicultural-Strategy.pdf

Te Haumako Te Whitingia Strengthening Communities Together Strategy 2022	https://ccc.govt.nz/assets/Documents/The-Council/Plans-Strategies-Policies-Bylaws/Strategies/Te-Haumako-Te-Whitingia-Strengthening-Communities-Together-Strategy-document-WEB.pdf
New Zealand Disability Strategy 2016–2026	https://www.odi.govt.nz/assets/New-Zealand-Disability-Strategy-files/pdf-nz-disability-strategy-2016.pdf