



## **Equality, Diversity & Inclusion Policy**

### **1. Purpose**

Manawatu Badminton Association (MBA) recognises the importance of nurturing an environment that values and promotes equality, diversity and inclusion.

The purpose of this policy is therefore to ensure MBA is committed to including and celebrating diversity and people from all backgrounds, and inclusion of all in the opportunities offered by MBA. Everyone involved in the activities of MBA needs to play their part in making badminton a safe and welcoming space for everyone.

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.

By inclusion we are about achieving a work environment in which everyone is treated fairly and respectfully, has equal access to opportunities.

### **2. Commitment to Te Tiriti o Waitangi**

- a. MBA recognizes Te Tiriti o Waitangi as Aotearoa New Zealand's founding document.
- b. MBA is committed to upholding mana of Te Tiriti o Waitangi and the principles of Partnership, Protection and Participation.
- c. MBA encourages everyone involved in badminton activities to strengthen their knowledge on Te Tiriti o Waitangi.

### **3. Equality & Inclusion**

The MBA acknowledges and is committed to:

- a. Ensuring everybody has the right to participate within an inclusive and safe environment.
- b. Ensuring that everybody is treated with respect, care and a positive attitude.
- c. Taking action to include people in a range of opportunities.
- d. Talking, listening, and following the lead of people from different cultures and backgrounds to ensure badminton can be made safe and suitable for all.

### **4. Diversity**

MBA believes there is strength in diversity and welcome people of all races, cultural, ethnic, religious, and socio-economic backgrounds. MBA strongly advocates for people from all cultures and backgrounds to become involved with the organisation as participants, volunteers, employees and supporters. MBA will ensure that governance and management structures are representative of the diversity within our community.

## **5. Actions**

The MBA will take the following actions to ensure this policy is upheld:

- a. Refuse to tolerate racism or discrimination.
- b. Engage with the Manawatu badminton community on a regular basis to develop a strong understanding of who our community is and the obstacles they may face in participating in badminton.
- c. Engage with groups within our wider community such as Sport Manawatu, schools and community cultural groups to understand the needs from our community and promote badminton to everyone.
- d. Making this policy public on our website.
- e. Increasing the use of Te Reo Māori within the organisation, such as through communication, social media, signage and website.
- f. Collaborate with other organisations on developing equality, inclusion and diversity principles within badminton, such as with the Badminton New Zealand Inclusion Officer.
- g. Using multi-language signs and images where appropriate to reflect our diversity.
- h. Encouraging employees to attend training on inclusion, diversity, and equality.

## **6. Change**

MBA acknowledges diversity and inclusion is a key part of its strategy, and therefore an ongoing nationwide journey within which there is always room for improvement. MBA welcomes consultation, suggestions and feedback on this policy from the community.

MBA's Change Request Form can be used for this purpose, and can be sent to the MBA Community and Development Manager after completion.