

# Policy: Diversity, equity and inclusion

## 1. Te Aronga | Purpose

This policy sets out He Pou a Rangi Climate Change Commission's (the Commission) commitment ensuring all employees work in a harmonious and productive environment where diversity, equity and inclusion (DEI) are encouraged, respected and embraced in day to day operations.

## 2. Ngā Whakatinanatanga | Application

This policy applies to:

- The Board
- Sub-committees and advisory bodies established by the Board
- All staff (permanent, fixed term, casual or secondees)
- Contractors or consultants engaged by the Commission, to the extent that the Commission influences or directs their work

## 3. Tauki | Policy statement

We are committed to creating an equitable, diverse and inclusive culture where our people feel respected, engaged and motivated, can contribute to their fullest potential, and where their contributions toward meeting organisational goals are valued.

## 4. Ngā Mātāpono | Principles

This policy is based on the following principles:

- a) Diversity, equity and inclusion are essential to successfully and sustainably achieving the Commission's goals.
- b) The Commission strives to be a fair workplace for all.
- c) We respect and value the potential contribution of each staff member.
- d) We care about transparency, diversity, inclusion and closing gender and ethnic pay gaps because it enables us to deliver better outcomes, our aim is to be an employer of choice, and because it's the right thing to do.
- e) We encourage and promote curiosity and diversity of thinking and perspectives in all our activities.
- f) We acknowledge the importance of creating common ground in which individuals can develop and thrive equally in a culture of inclusion.
- g) We acknowledge and address key diversity, equity and inclusion concepts.
- h) Our recruitment, selection, performance and development processes are equitable, free from bias, and support diversity.

## 5. Ngā Tokohanga | Responsibilities

Position	Responsibility
Everyone	Acting in a way that supports the principles of this policy.
Chief Financial Officer and People and Culture Lead	Developing and implementing strategies to reflect the policy.

Senior Leadership Team	Upholding and demonstrating the principles within their teams.
Chief Executive and Board	Fostering a culture where Diversity, Equity and Inclusion is valued and promoted throughout the organisation.

## 6. Tautuhi | Definition of terms<sup>1</sup>

### Diversity

The wide variety of shared and different personal and group characteristics among human beings that provide a unique mixture of knowledge, skills and perspectives.

### Inclusion

Providing equal opportunity for participation, so that everyone can be and feel welcomed, respected, supported, and valued to fully participate.

### Equity

Refers to fairness and justice within our work environment.

## 7. Ngā Ture Hononga | Related legislation and documents

This policy is guided by the following legislation and regulations:

- Crown Entities Act 2004
- Public Service Act 2020
- Human Rights Act 1993
- Te Ture mō Te Reo Māori | Māori Language Act 2016
- New Zealand Sign Language Act 2006

Related documents:

- Procedures for Diversity and Inclusion
- Kia toipoto action plan
- Health, Safety and Wellbeing Policy
- Code of Conduct Policy
- Recruitment Policy
- Speak Up Policy

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<sup>1</sup> Full glossary of rainbow terms available here: <https://www.publicservice.govt.nz/guidance/glossary/diversity-and-inclusion/>

## 8. Whakaaetanga | Approval

Policy	Owner	Approval Authority	Date approved / Effective from	Minor Amendments Authority	Next Scheduled Review
Diversity, Equity and Inclusion Ref. number 18	Chief Financial Officer	Board	26 November 2024	Chief Executive	2027

Last Modified	What Was Modified	Approval Date