



Equality, Diversity and Inclusion Policy



Commitment to Te Tiriti o Waitangi

Ice Speed Skating New Zealand recognises Te Tiriti o Waitangi as Aotearoa New Zealand's founding document.

Ice Speed Skating New Zealand is committed to upholding the mana of Te Tiriti o Waitangi and the principles of partnership, protection, and participation.

Values

Everyone involved in play, active recreation, and sport joins with good intentions, and we are all expected to do our best to treat each other with respect and comply with our policies and rules.

Children and young people must be cared for, treated with respect and their welfare placed at the centre of everything we do in play, active recreation, and sport.

Ice Speed Skating New Zealand seeks to foster a community that encourages understanding, appreciation, and acceptance of all people within its membership. Ice Speed Skating New Zealand is committed to welcoming, celebrating and including people of all cultures, in line with the concept of manaakitanga.

Purpose

Aotearoa New Zealand is a country of people from many cultures, beliefs, and backgrounds. We want to let people know we are a welcoming, accessible, safe place for all people. Ice Speed Skating New Zealand is committed to including and celebrating diversity and people from all backgrounds. Everyone involved in the activities of Ice Speed Skating New Zealand needs to play their part to make our sport a safe, welcoming space for everyone and to encourage participation by as many people as possible.

Inclusion

We know there are different ways of thinking, doing things, working, and feeling connected that may differ from our own. It is okay to be different in the same place. We want to enable everybody to bring their whole self to Ice Speed Skating New Zealand and engage in the sport.

Everybody has the right to participate within an inclusive and safe space and to be treated with respect, care, and a positive attitude.

We believe at its heart, inclusion is simple: no one is left out. That means more than saying everyone is welcome. It means taking action to include people in opportunities and that people feel they are included and belong. This involves talking, listening, and following the lead of people from different cultures and backgrounds about ways our sport can be made safe and suitable for them. There should be no set way about how we do things. We will be flexible, instead of expecting people to adapt to how we think things should be done.

Diversity

We believe there is strength in diversity. We welcome people of all races, cultural, ethnic, religious, and socioeconomic backgrounds. We encourage people from all cultures and backgrounds to become involved in the sport of ice speed skating as skaters, volunteers, employees, and supporters. We will make our sport governance and management bodies representative of our community.

How

We welcome diversity and we are committed to taking steps towards inclusion. This is about more than just refusing to tolerate racism or discrimination. We are part of a bigger picture. We want Ice Speed Skating New Zealand to reflect the community that we are

part of. We seek to have a good understanding of who is in our community and the obstacles they may face to participating in our sport.

We will make our policy public by forwarding it to the Ice Speed Skating member clubs and publishing it on our website. We will publish documents in an accessible format. Then everyone will know how we work.

When we see notices in our languages or images that reflect who we are, we feel more welcome and included. With your help we wish to use multi-language signs and images that reflect our diversity as Ice Speed Skating New Zealand.

Change

We will not always get it right. But we will try. With your help we can get it right.

Our place can be everybody's place with your help. We welcome your suggestions to change, improve your experience and make our place your place too.

We have a process for change. We ask that you complete the Change Form and give it to the General Secretary (generalsecretary@icespeedskating.org.nz), or a club representative person who will deal with the change request.

Please contact us in a way you feel comfortable, and we can work through your request together.

You are welcome to have a support person and/or translator present.

We will respond to your change request within 10 working days. Our response will let you know what we are going to do and why.

Discrimination

Despite our best efforts, sometimes people are not inclusive, and do not respect the diversity of others.

Discrimination is unacceptable and unlawful. Ice Speed Skating New Zealand will not tolerate discrimination against those involved in any part of ice speed skating or its activities. If you have been or are being discriminated against, our Discrimination Policy outlines the steps you should take.



Change Request Form

Name:

Phone:

Email:

Address:

Date:

Description of proposed change:

How will this change help you?

(Ice Speed Skating New Zealand or club to complete)

Date received:

Received by:

Can this change be accommodated? Yes No

If no, why not?

Provide this Change Request form to the General Secretary