

# DIVERSITY AND INCLUSION POLICY



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## Purpose

YMCA North (referred to throughout this document as “the Y” or “YMCA”) is made up of people of all ages and from every walk of life working side by side to strengthen communities. Together we work to ensure that everyone, regardless of ability, age, cultural background, ethnicity, faith, gender, gender identity, ideology, income, national origin, race or sexual orientation, has the opportunity to reach their full potential with dignity. Our core values are caring, honesty, respect and responsibility — they guide everything we do.

YMCA’ primary role is as a ‘community developer’, building strong people, families and communities. The Y aims to enhance connections, increase access, encourage social inclusion and promote individual empowerment and participation in community life by improving people’s holistic health and wellbeing. All YMCA programmes will create an environment that supports, reflects and promotes inclusive behaviours and practices. All children, young persons, families, customers along with our staff (i.e. employees, volunteers and contractors) will be treated equitably and are valued and included in all aspects of the Y.

## Application

All YMCA staff, across all business units

## Background/Introduction

We recognise that a diverse and inclusive organisation is foundational to developing and engaging everyone across the entire YMCA spectrum. Our staff, members, programme participants, families, leaders, vendors, suppliers, donors, collaborators and the community at large all contribute to our efforts to make positive, lasting personal and social change.

Believing we all benefit from the unique talents of our diverse staff, we encourage all of our Y staff to participate in our internal communications platform, which offers opportunities to contribute, learn, network and share experiences as they progress in their careers.

We are passionate about strengthening communities and know that our ability to achieve this begins with reflecting and partnering with people from all walks of life.

## Policy

YMCA will:

- Incorporate social inclusion, where possible, into all organisational and business unit strategic planning
- Use a variety of methods to enhance social inclusion; these will be considered in programme and service development
- Offer opportunities to develop and conduct programmes that address specific barriers to full participation in community life; these will be investigated and implemented where possible
- Actively promote volunteering and recognition of the contribution of volunteers
- Promote environments in which people are treated and respected equally regardless of gender, age, socioeconomic status, race, language, beliefs, additional needs, family structures or lifestyles
- Not tolerate behaviours, language or practices that label, stereotype or demean others
- Recognise and value the differences and similarities that exist between all people
- Work to create inclusive environments that embrace and value the diversity within the wider community



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- Be inclusive and respectful to the diverse financial capacities of individuals in temporary financial hardship by providing flexible payment options or supplementary funding or fee assistance to assist access to programmes
- Promote positive attitudes towards diversity including:
  - People of Maori and Pacific Islander heritage
  - People from culturally and linguistically diverse backgrounds
  - People who may be socially isolated or vulnerable
  - People of all diverse abilities
  - People that identify as Lesbian, Gay, Bisexual, Transgender, Intersex or Asexual (LGBTIA), or gender neutral
  - People whom are unable to live at home
- Provide access to buildings and facilities that supports people of all strengths and abilities
- Ensure the resources and equipment provided and displayed are authentic and respectful to individual cultures of families and the community
- Provide opportunities for staff to build strong community partnerships

### YMCA staff will:

- Uphold and promote YMCA's values
- Acknowledge, include and respect all people regardless of their age, gender, culture, belief or ability
- Encourage inclusive attitude and inclusive practices to support the participation of all community members
- Ensure all people, staff and community members are treated with dignity and respect by being provided with opportunities that suit their individual, unique requirements
- Work towards removing barriers to full participation in community life
- Respect the rights and diversity of all individuals
- View all individuals as capable and competent with many diverse strengths and abilities which contribute to their learning
- Support all individuals in developing the knowledge and understanding of diversity by being positive role models
- Where possible provide access to specialised equipment and resources to support individual's diverse requirements
- Provide access to identified support services as requested /required
- Provide all people with opportunities and experiences to develop meaningful social relationships and lifelong skills
- Demonstrate respect and understanding for all family's diverse cultural values and beliefs
- Be sensitive to cultural differences in body language, behaviour, attitudes, communication styles and practices related to cultural beliefs
- Provide an environment and experiences that nurture, celebrate individual's culture
- Act ethically and with professionalism when addressing diversity without bias
- Be aware of the way in which they treat individuals in regard to language, attitudes, assumptions and expectations
- Foster positive behaviours by providing an environment that is warm and welcoming to individuals developing a sense of belonging
- In conjunction with other relevant YMCA staff, determine the most appropriate means of achieving inclusion in programme/service for the customer

If the Y is not able to include a person in a programme or service for any reason, we will endeavour to direct them to another service or programme provider in the community



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### Policy Amendments

YMCA is entitled to amend and vary this policy from time to time at YMCA's sole discretion and all employees are required to observe such amended policy.

<b>Creation Date:</b> Aug 2020	<b>Date Reviewed:</b> Dec 2022	<b>Next Review Date:</b> Dec 2024 <i>Note – the default frequency is every 2 years unless otherwise required</i>
<b>Owner:</b> Safeguarding	<b>Approved by:</b> Julian Baldey, CEO   <b>Signed:</b>  <b>Date:</b> December 2022	
<b>Document Control:</b> Original signed document is approved. No unauthorised copies. Reviews of this policy will include input from the Safeguarding Governance Group		

### Tracking Changes

	<b>Reviewed by who and when</b>	<b>What was Changed</b>	<b>Version #</b>
<b>Written:</b>	Safeguarding Manager, August 2020	Policy created	1
<b>Amendments:</b>	Safeguarding Manager, Dec 2022	Biennial review, along with amendments to reflect new branding	2