Introduction

Tāmaki Paenga Hira Auckland War Memorial Museum’s commitment to diversity and inclusion is at the heart of our mission - Tui Tui hono tangata, whenua me te moana - Connecting through sharing of stories of people, lands and sea. Connecting with people is about social inclusion, making sure that the Museum is open to all, with as many voices and views embraced as possible who can participate fully and feel they belong. These commitments are also deeply embedded in our Values - Relevant, Connected, Innovative, Respectful, Inspired and our Guiding Principles - Manaakitanga, Kaitiakitanga, Mana whenua. Our values guide our behaviour and our guiding principles describe our fundamental beliefs. Together they represent our organisational identity and culture, the expectations we have for ourselves and each other and guide our day-to-day decisions. At Tāmaki Paenga Hira we are committed to being relevant to and inclusive of our many communities and diverse audiences and to being a great place to work.

He Korahi Māori and Teu Le Vā

The Treaty of Waitangi affirms the rights tangata whenua had prior to 1840, and gave tauiwi (non-Māori) and the Crown a set of rights and responsibilities that enabled them to settle in Aotearoa with “the promise of two peoples to take the best possible care of each other”. It gives rights and responsibilities to all people in Aotearoa New Zealand, and assures a tūrangawaewae (standing place to belong) for all of us. The spirit and intent of the Treaty of Waitangi is reflected in the Museum’s Act and He Korahi Māori (the Māori Dimension) for the Museum underpins everything we do. Along with Teu Le Vā (the Pacific Dimension), it provides cultural and relational frameworks in which to build understanding of one another, acknowledge and respect what we have in common and work towards resolving differences. In a practical sense it assumes that He Korahi Māori and Teu Le Vā perspectives will be integrated in the Museum’s diversity and inclusion thinking and that Tangata Whenua and Tangata Pasifika will have unique perspectives and contributions to make.

Definitions

Diversity

Diversity refers to our individual differences and it includes everyone. This includes cultural background and ethnicity, age, gender, gender identity, disability, sexual orientation, sex characteristics, religious beliefs, language and education. Diversity also includes characteristics such as professional skills, married/partnered status, economic background, working style, life experiences, behavioural styles, the perspectives of each individual shaped by their nation, experiences and culture.

Inclusion

Inclusion is the act of including; a strategy to leverage diversity. Diversity always exists in social systems but inclusion, on the other hand, must be created.¹ Inclusion is about removing barriers to make sure everyone can fully participate and have equal access to opportunities. Leveraging diversity requires us to create an environment where people feel supported, listened to, respected, engaged, have a voice, and are able to be their

personal best. Inclusion relates to our response to diversity, encompasses acceptance, respect and recognition that each individual has the right to take pride in, and draw strength from their unique and diverse backgrounds and characteristics, regardless of the dominant culture.

Scope

This Policy applies to all people at Auckland Museum; including governors, volunteers, external contractors, permanent, fixed term and casual staff. Some parts of this policy also impacts our key relationships when assessing our cultural alignment with external stakeholders and partners.

Policy Statement

Tāmaki Paenga Hira Auckland War Memorial Museum is committed to ensuring that the unique qualities and strengths of individuals are valued and strives to provide an environment where all of our people feel free to bring their whole selves to work. This means feeling comfortable that their unique backgrounds and characteristics will be accepted and respected by their work colleagues and valued by the Museum.

Auckland Museum is committed to:

- adding to, nurturing and developing the collective relevant skills, and diverse experience and attributes of its people;
- being relevant, inclusive and accessible to our many communities and diverse audiences;
- ensuring that the Museum’s culture and management systems are aligned with and promote the attainment of diversity and inclusion;
- providing an environment where discrimination is not acceptable and in which all people are treated with fairness and respect, and have equal opportunities available at work;
- ensuring that all staff receive equal and fair treatment under our employment policies and practices, so all can reach their potential on merit, unhindered by individual differences;
- including Diversity and Inclusion as one of the factors that will be used to assess the alignment of stakeholders (e.g. vendors, potential partners, etc.) with our culture;
- having measureable Diversity and Inclusion objectives (recommended by the Executive Committee to the Trust Board) and annually assessing the Museum’s progress towards achieving them.

Responsibilities

Trust Board

The Trust Board is responsible for approving this Policy.

Executive Team

All Executive Team members are responsible for:

a) ensuring their managers follow this Policy and its associated processes;

b) championing diversity and inclusion initiatives; and

c) promoting Auckland Museum’s diversity and inclusion to audiences, customers, vendors, partners and other stakeholders.
Director People and Organisation

The Director People and Organisation is responsible for:

a) establishing a Diversity and Inclusion Action Plan and associated systems to monitor progress;

b) reporting to the Board annually on diversity and inclusion;

c) monitoring and evaluating diversity and inclusion initiatives; and

d) reviewing this Policy.

Managers

Each manager is responsible for:

a) championing diversity and inclusion initiatives; and

b) ensuring that this Policy is followed by their teams.

All Staff

a) being aware of the Museum’s commitment to diversity and inclusion in its workforce

b) adhering to this Diversity and Inclusion Policy

Approved by the Board: 21 June 2018

Policy Owner: Director People and Organisation