



# INCLUSIVITY POLICY STATEMENT

## NEW ZEALAND CRICKET PURPOSE

New Zealand Cricket (NZC) is a full member of the International Cricket Council and is responsible for the governance and delivery of cricket in New Zealand. Our strategic imperative is to develop cricket as 'A game for all New Zealanders; a game for life', promoting our principles of inclusivity and diversity.

To help achieve this vision NZC has defined what it values, namely:

- Inclusivity
- Respect
- Tenacity
- Optimism
- Fun

## OUR STATEMENT ON INCLUSIVITY

The purpose of this document is to demonstrate NZC's commitment to these values in providing NZC personnel with an inclusive and accessible work environment and its Member Organisations and Cricketers with an inclusive and accessible environment in which to participate and excel within the sport of cricket.

NZC acknowledges the Treaty of Waitangi as a founding document of New Zealand and is committed to the principles of the Treaty of Waitangi. We acknowledge the importance of a bi-cultural, and more broadly a multicultural, environment for all New Zealanders.

Accordingly, for NZC, inclusivity means eliminating barriers of inappropriate practices and attitudes to ensure that everyone has the chance to participate and perform to their full potential and be treated fairly and with respect.

NZC encourages all its Member Organisations to adopt policies to foster inclusivity within their organisations to ensure every cricketer and cricket stakeholder has the opportunity to engage, participate and progress within cricket.

## DOCUMENTS SUPPORTING INCLUSIVITY

### 1. NZC's Ethical Behaviour Policy

The behaviour and actions of every representative of NZC has the potential to affect the reputation of the organisation and to influence the perceptions that other people have of the organisation and its values and integrity. NZC expects all NZC personnel to ensure their conduct and behaviour meets the requirements of this and other associated policies during the course of their work.

NZC is bound by its membership agreement with the International Cricket Council (ICC) to ensure that its employees and contractors adhere to the policies and regulations of the ICC with regard to ethical behaviour.

For all NZC Personnel, the following code of conduct applies while working for NZC:

- a. Respect the rights, dignity and worth of others
- b. Be fair, considerate and honest in all dealings with others
- c. Be professional in, and accept responsibility for, your actions
- d. Make a commitment to providing quality service and performance
- e. Be aware of, and maintain, an uncompromising adherence to standards, rules, regulations and policies
- f. Operate within the policies and procedures of NZC
- g. Comply with any and all applicable international, national or local legislation
- h. Refrain from any form of abuse towards others
- i. Refrain from using any obscene language
- j. Refrain from any form of harassment, discrimination, or victimisation towards others
- k. Reject corruption, drugs, racism, violence and other dangers to our sport
- l. Promote the interests of cricket
- m. Maintain a safe working environment
- n. Be a positive role model
- o. Do not provide information or comment to any media, or publish any comment related to NZC or cricket in New Zealand without permission
- p. Never act in any way that may bring disrepute to NZC or anyone within our family of cricket including ICC, Major Associations, sponsors, potential sponsors and/or partners
- q. Do not participate (or benefit from assisting others) in any betting or gambling associated with cricket matches and/or cricket results.

## **2. NZC's Commitment to Inclusivity**

To respect diversity and encourage inclusivity at NZC, we will take the following actions:

- a) To commit to the #sportforeveryone accord
- b) To advocate equal opportunities for men and women through cricket.
- c) To encourage women to have roles at all levels and in all structures, especially in the governance and management bodies of national, regional and local cricket organisations
- d) To seek to have diverse representation around the Board tables that lead and oversee cricket. This includes seeking diversity in terms of gender, age, ethnicity, disability and also in terms of knowledge relating to our membership base and the needs of the wide cricket audience.
- e) Not to tolerate any form of discrimination.
- f) To provide for gender non-specific and inclusive language in all NZC documentation
- g) To support cricketers wishing to participate in Cricket Competitions in their Declared gender or on a case by case basis in line with the ICC eligibility requirements. It is NZC's view that gender identity should not be a barrier in so far as possible to competing in cricket.

## **3. NZC's Inclusion Commitment Statement [#sportforeveryone]**

NZC, alongside Rugby Union, Rugby League, Hockey New Zealand, Netball New Zealand and New Zealand Football, committed to establishing and maintaining programs that seek to increase inclusivity across their sport and working collaboratively to share information, experiences and understanding of related areas of focus for wider benefit. This means:

- a. By working on targeted priorities and strategies within our cricket environments and by collaborating across all sports we committed to ensure meaningful activity is undertaken to improve inclusion and eliminate discrimination within the sporting culture in New Zealand.

- b. By signing the agreement, we committed to encourage greater focus on inclusion within our cricket environment, developing relevant policies and programmes and continuing our understanding of the role of sport in contributing to a more culturally aware and inclusive New Zealand.
- c. We committed to establishing a framework for inclusion within our cricket organisations and meet regularly with other sports to update each other on progress.

#### **4. NZC's Inclusivity Charter for Member Organisations**

To reflect the commitment across the cricketing family to uphold the values and practices associated with inclusivity, the Inclusivity Charter:

- a) Provides the vehicle for Major and District Associations to formally confirm their support and commitment to operate in alignment with this over-arching NZC Inclusivity Policy.

#### **5. NZC's Governance Inclusivity Policy**

NZC places a special emphasis on the importance of diversity and inclusivity in the governance of cricket. This takes the form of identified values and practices which are encouraged within NZC and across the Member Organisations to provide a foundation for inclusivity to lead and oversee Cricket: A Game for all New Zealanders; a Game for Life.

This includes, but is not limited to:

- a. Leaders formally adopting a value of equity and inclusivity
- b. Member organisations updating constitutional documents to ensure they engender and support inclusivity. Such as incorporating requirements to provide for independent appointed positions alongside elected positions, fixed terms to drive appropriate turnover, and a board appointments panel and process that can deliver on inclusivity principles.
- c. Boards seeking to have diverse representation around the Board table that delivers a mix of capable board members who can lead and oversee cricket as 'a game for all New Zealanders; a game for life'. This includes seeking diversity in terms of gender, age, ethnicity, disability and also in terms of knowledge relating to the cricketing membership base and the needs of wider stakeholders.
- d. Boards ensuring that, through a managed and effective process, board appointments are made that identify and appoint diverse talent which can add value and provide sound judgement for the leadership and oversight of cricket. This may include:
  - i. The use of a governance skills matrix to allow appointments based on merit and capability that meets the strategic governance needs of the member organisation.
  - ii. Recruitment and advertisement of positions beyond traditional cricket channels
  - iii. Board positions structured and described in diversity-friendly language
  - iv. Transparency in board selection and appointments processes.
  - v. An appointments panel including a minimum of one female and one independent person
  - vi. Use of search firms with a commitment to diversity, and requirements that shortlists reflect diversity and/or there is a process for returning to the market for further candidates.
  - vii. A shortlist that reflects diversity (e.g. contains at least 50% capable female candidates).
  - viii. An interview process that addresses expectations about board inclusiveness.

- ix. An objective competency and merit-based appointment process that gives appropriate weight to intrinsic competencies and capabilities, rather than over-valuing certain kinds of experience.
- x. Decision-making processes that increase objectivity by recognising and addressing unconscious bias and giving time for due consideration and evaluation to Board appointment.
- e. Boards adopting an inclusive culture that makes a diverse mix of people, with all their similarities and differences, work. This may include:
  - i. Induction processes that welcome equity and inclusivity
  - ii. A Chair that champions and demonstrates a commitment to inclusive behaviour. This includes an open mind-set that values diversity of thought and facilitates full participation of all members, seeking and welcoming different and contrary views into discussion and decision-making.
  - iii. The adoption of diversity policies and measurable diversity targets, with the Board and management held to account for leading and embedding diversity in the member organisation.
  - iv. Specific discussions on inclusivity as part of strategy, board evaluation and succession planning discussions.
  - v. Regular Board performance reviews to assess and improve the Board's governance skills and effectiveness, individually and as a group.

## DEFINITIONS

**Cricket Competitions** in the context of this Policy means any cricket game, tournament or event (being traditional or non-traditional, adult or youth) for which cricketers are selected by New Zealand Cricket or their Major or District Association.

**Cricketer** means a person who competes in the sport of cricket under the auspices of NZC and its member organisations, is a registered member of that member organisation and is under consideration for the nomination and/or selection for a New Zealand Cricket representative team.

**Declared**, for the purpose of the Commitment to Inclusivity, means a declaration under section 28 of the Birth, Deaths and Marriages and Relationships Act 1995.

**Inclusion and/or Inclusivity**, in the context of this Policy, means providing a range of options for all people regardless of gender, marital status, religious belief, colour, race, ethnic or national origin, disability, age, political opinion, employment status or sexual orientation, in the most appropriate manner possible.

**Member Organisations** means the Major Associations, District Associations, Clubs and other Affiliated Organisations that deliver traditional and non-traditional cricket throughout New Zealand.

**NZC Personnel** means:

- a. All New Zealand Cricket employees, including but not limited to employees engaged by the NZC on a permanent full-time, permanent part-time, fixed term or casual basis;
- b. Any contractor, consultant, or provider to NZC who has entered into a contract for service agreement with NZC;
- c. NZC Board Members;
- d. NZC Steering Group or Sub-committee members; and
- e. NZC Volunteers.



**“Harassment” or “harassment and abuse”** can be expressed in 4 forms which may occur in combination or in isolation. These include i) emotional abuse ii) physical abuse iii) sexual harassment and iv) neglect. These forms of abuse are defined by NZC as:

Emotional abuse – Is persistent emotional ill treatment such as to cause severe and persistent adverse effect. This may include a pattern of rejecting, degrading, ignoring, isolating, corrupting, exploiting or terrorising a person or any other treatment which may diminish the sense of identity, dignity, and self-worth.

Physical abuse – Is an intentional and unwelcome act that results in physical harm. This includes, but is not limited to, beating, hitting, shaking, poisoning or otherwise causing physical harm. Physical abuse also involves the fabrication or inducing of illness.

Sexual harassment – means any verbal or physical conduct of a sexual nature, which is unwelcome, or where consent is coerced, manipulated or cannot be given. Sexual harassment can take the form of sexual abuse.

Neglect - the failure of a person with a duty of care toward the individual to provide a minimum level of care to the person, which is causing harm, allowing harm to be caused, or creating an imminent danger of harm.