

Hearings Panel MINUTES ATTACHMENTS

Date: Wednesday 29 November 2023
Time: 9am
Venue: Draft Equity and Inclusion Policy
Committee Room 1, Level 2, Civic Offices,
53 Hereford Street, Christchurch

TABLE OF CONTENTS NGĀ IHIRANGI	PAGE
6. Hearing of Submission / Ngā Tāpaetanga	
A. Elizabeth Graham - supporting material	3
B. Mana Wahine Kōrero - supporting material	7
C. Don Babe - presentation	10
7. Consideration and Deliberation / Ngā Whaiwhakaaro me Ngā Taukume o Ngā Kōrero	
A. Equity and Inclusion Hearings Panel – Answers to Panel Questions	13
8. Hearings Panel Recommendation to Council/Committee	
A. Draft Equity and Inclusion Policy	19

To : [REDACTED]
DEMOCRATIC SERVICES ADVISOR, CCC.

FROM: ELIZABETH GRAHAM
[REDACTED]

DATE: 29/11/23

RE : HEARING PANEL MEETING TODAY
RE DRAFT EQUITY & INCLUSION POLICY
CONSULTATION

WOULD YOU PLEASE PASS ON TO THE
HEARING PANEL THE ATTACHED PAGES
RE THE APPEAL COURT'S DEFINITION OF
CONSULTATION. I REFERRED TO IT IN MY
SUBMISSION BUT WAS ^{THEN} UNABLE TO FIND
THE ORIGINAL. THANK YOU

Elizabeth Graham

28 OCTOBER 2020

Attached is a PDF scan of the first two pages of the case *Wellington International Airport Ltd v Air New Zealand* [1993] 1 NZLR 671 (CA). The wording on consultation you wanted is in paragraph 1 of the judgment on page 672 (the second page of the PDF scan).

Kind regards

John

DEFINITION OF "CONSULTATION"
BY COURT OF APPEAL, WELLINGTON

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 jda90_28-10-2020_10-07-48.pdf
1112K

1 NZLR

Wellington Airport v Air New Zealand

PAGE 671

DEFINITION OF "CONSULTATION" SEE OVER →

5 Wellington International Airport Ltd v Air New Zealand

10 Court of Appeal Wellington
3, 4, 5, 6, 7 August; 24 September 1992
Cooke P, Richardson, Hardie Boys, Gault and McKay JJ

15 *Administrative law—Judicial review—Airlines and airport users required by statute to be consulted by the Wellington International Airport Authority as to the setting of landing fees—After the supply of all necessary information and the holding of two meetings, the level of landing fees was set—Misunderstanding by the airlines as to the likely length of the consultation process and surprise on their part at how promptly the fees were set—Failure at a second meeting by the airlines to respond to inquiries as to whether they needed further information and no complaint by them of inadequate consultation at the time—Whether the failure of the airlines for tactical reasons to advance their views at the second meeting invalidated the consultation process—Whether in the circumstances the statutory duty to consult had been fulfilled—Wellington Airport Act 1990, s 4(2)(a).*

25 Under the Wellington Airport Act 1990, Wellington International Airport Ltd (WIAL) was constituted as the company which would operate the airport, it having previously been run as a joint venture between the Government and the Wellington City Council. One of the first tasks of WIAL was to set landing fees for aircraft
30 using Wellington Airport. It did this on 17 December 1990. The airlines using the airport, Air New Zealand, Qantas and Ansett (the Airlines), sought judicial review of that decision claiming that in breach of the legislation WIAL had failed to consult them and to act fairly towards all users. As a related matter, the airlines also sought
35 review of the value of \$87 million which had been placed on the Wellington Airport assets by the Ministers of Transport and of Finance under the same legislation for the purpose of transfer of those assets to WIAL. The airlines claimed that the valuation process was flawed resulting in excessive valuation and in turn in the fixing of excessive landing fees by WIAL. In the High Court the challenge to the Ministers' decision on the valuation issue was dismissed but the Judge found
40 in favour of the airlines on the landing fees issue, holding that the statutory requirement as to consultation had not been fulfilled and that in any event there had been significant procedural unfairness. The fees imposed were accordingly declared to be ultra vires and invalid. WIAL appealed to the Court of Appeal against the decision on the landing fees issue and the airlines appealed against
45 the valuation finding. The Court of Appeal (in the first section of its judgment which is not being reported) dismissed the latter appeal by the airlines holding that the criticisms of the various reports on which the \$87 million valuation had been based were either unfounded or insufficient to vitiate the Ministers' fixing of the value at that level.

50 On the landing fees issue the background was that prior to the incorporation of WIAL on 24 September 1990 a Wellington commercial lawyer, Mr Thom, had agreed to become its chairman. The fixing of landing fees was one of the matters which had to be addressed at an early stage as part of WIAL's statutory duty to act commercially. After a briefing by officials, Mr Thom wrote to the airlines and airport users on 11 October 1990 proposing consultation over landing charges in the last two weeks of November and implementation from 1 December. A report →

pkge 672

Court of Appeal

[1993]

on the appropriate pricing structure was commissioned and an information package, although not the whole report, was sent to the airlines and users with an invitation to attend a "consultation meeting" on 26 November. At the request of the airlines the meeting was deferred until 3 December and Mr Thom deferred the proposed implementation until 1 January 1991. In the High Court the Judge found that the airlines assumed from their experience in setting the landing fees for Christchurch and Auckland airports that there would be protracted discussions and that they did not therefore take the 1 December date seriously. Mr Thom however genuinely believed he had supplied sufficient information to the airlines and expected them to say so if they disagreed. Mr Thom was surprised that at the 3 December meeting the airlines did not make any counter proposals but merely expressed concerns and sought more information. That information was promptly supplied and a further meeting scheduled for 17 December, at which Mr Thom's inquiry whether sufficient information had been supplied was greeted with silence. A request was made for the disclosure of the full pricing report but this was denied because it contained commercially sensitive information. After all who wanted to speak had done so, Mr Thom, after a brief adjournment, informed the airlines that WIAL had resolved to set fees at the level circulated prior to the second meeting with the qualification that the fees would be discounted for six months to allow the airlines to challenge the \$87 million valuation (on which the landing fees were based) by judicial review if they wished to do so. There was no complaint at the time by the airlines of inadequate consultation and indeed they negotiated an increase in the temporary discount. They issued a press statement after the meeting in which they expressed concern (only) about the valuation of the assets. In the High Court the Judge found that the airlines had been very surprised by the decision to fix fees being made at what they considered to be an early stage and held that the statutory requirement for consultation had not been satisfied. He found that Mr Thom and WIAL had acted in good faith but that through a misunderstanding the airlines did not have their say, resulting in significant procedural unfairness.

Editorial note: This judgment is reported only on the question as to whether or not there had been adequate consultation on the landing fees issue.

Held: 1 The word "consultation" did not require that there be agreement as to the charges nor did it necessarily involve negotiations towards an agreement, although this might occur particularly as the tendency in consultation was at least to seek consensus. It clearly required more than mere prior notification. If a party having the power to make a decision after consultation held meetings with the parties it was required to consult, provided those parties with relevant information and with such further information as they requested, entered the meetings with an open mind, took due notice of what was said and waited until they had had their say before making a decision: then the decision was properly described as having been made after consultation (see p 674 line 21, p 674 line 54, p 675 line 28, p 676 line 22, p 683 line 43).

Port Louis Corporation v Attorney-General of Mauritius [1965] AC 1111; [1965] 3 WLR 67 (PC) applied.

Hamilton City v Electricity Distribution Commission [1972] NZLR 605 considered.

2 On the Judge's finding of fact, WIAL had clearly satisfied these requirements and it was immaterial that the airlines may have had other concerns which for their own tactical reasons they chose not to put forward when consulted. Their failure to do that did not mean they had not been consulted. The airlines were given the opportunity to ask for further information, and exercised it. At the second meeting when invited to indicate whether they needed any further information

CONSULTATION



To:

Christchurch City Council
53 Hereford Street, Christchurch 8013.

Attn:

Councillor Celeste Donovan
Councillor Tyla Harrison-Hunt
Councillor Sara Templeton

Tēna kōe, kotoru

Ko Di Landy ahau
Ko Ngati Kahu tooku Iwi
Rangatira Mana Wāhine Kōrero.
Sovereign Women Speak

I am the Co-founder of Mana Wāhine Kōrero, alongside Michelle Uriarau. We are an international roopu of Māori Wāhine and whakawhanaungatanga. I am speaking today to address this latest foreigner's tool used against us - Sex Self ID.

'Gender' does not mean sex. By using this term and allowing your policies to derive from it, you are equating adult men with women and girls. Is a man the same as a five-year-old girl? No, he is not. But your policy based on the nonsensical term 'gender' says that he is, and actively supports him entering a private space with that little girl, specifically to undress.

With regard to your using the Treaty to justify these decisions - you speak in reverential terms of Te Tiriti o Waitangi at the very same time that you violate it. Māori are not 'one size fits all'.

We do not, for example, all agree on the use of the word 'Aotearoa'. We do not share a complete history with each Iwi, of which there are 103.

We would like to remind you that our culture, our language, our traditions, our taonga, our beliefs and our protocols do not originate from academia, the State, or any foreign entity.

There is no evidence that 'trans' existed in pre colonial times. Our rich history is full of love stories between the sexes. This love is clearly recorded as LGB not LGBT. There is also clear

evidence of intersex in some Iwi whakapapa. There is no evidence of transgender ideology in our past.

Māori roles are very clearly delineated by sex and not gender. Gender is a modern concept. Mana Wāhine Kōrero do not agree that these New Age gender concepts are indigenous. We emphatically refute that they are. Gender ideology is attaching to indigenous peoples globally, to give the illusion of authenticity and antiquity. Mana Wāhine Kōrero say Kao.

There are many reasons why females have sex segregated spaces. One hundred years of women's work that led to us even having women's rights has been thrown out the door.

Why do Kui, women of faith and our moko have to be shamed in public by the insertion of these unknown men in our spaces? Not everyone knows how to be circumspect around others. As Māori that have been immersed in Te Ao Māori, we know how to respect and protect each other's privacy.

You expect us to believe that all of these men, that are strangers, will be circumspect around others in the changing room?

And why can't they solely use the gender neutral facility? Why do women get ostracized out of the women's communal spaces. Why do these men have to be inserted into our space.? They are not women and 98% keep their penis. I can't believe I am having to say this.

There is provision in the BDMRR Bill to supply single sex spaces. Desegregating our private female spaces is a matter of policy, not law. You are choosing this at the expense of women. I would be interested to know what your rationale for removing women and children's spaces is. Let me guess - Kindness, Inclusion and Diversity?

I am shocked that anyone would disregard women and children's dignity, privacy and safety for an ideological belief. And even more enraged you are using the Treaty to do it.

This group of men are more than capable of making their own groups and spaces, just like Wāhine did.

Our the new government intends to remove the RSE out of schools. The removal of the RSE is the beginning of the uncoupling of our governance from this ideological belief. I suggest that you do the same with council facilities and services.

Dianne Landy
Co-founder
Mana Wāhine Kōrero



29/11/2023

Good morning – I do not agree with this overarching Equity and Inclusion policy, and how it will serve as a replacement for the other specifically named policies. The scope is far too broad and generalised to effectively and efficiently manage competing interests and needs between the stated groups of age, gender, disability, ethnicity, culture, faiths, geographical location, sexual orientation, and socio-economic status.

There are no guardrails in this policy to prevent whoever's implementing it from drifting off-track into favouritism towards one group, nor guidance on how to weigh up conflicting interests and needs. Rather, it is an umbrella policy, where disparate groups are all placed into a melting-pot underneath it. This is the kind of situation where the already advantaged will be able to take the most advantage, and the loudest and/or most favoured groups will be able to apply the most pressure to the Council to make the policy work in the way they want it to. It has the potential to be extremely time and resource expensive in its management, due to being so open to interpretation. Whilst those here today may know exactly what they want from this policy, can it be guaranteed that others will know the same things from reading it, both now and in the future?

Although the Council claims adherence to the Bill of Rights Act and the Human Rights Act under the Legislation section of this policy, it's unclear whether those Acts would take precedence over the Equity and Inclusion policy, in any matters of conflicts of interest, or whether the policy would be used instead to override those Acts at a local level.

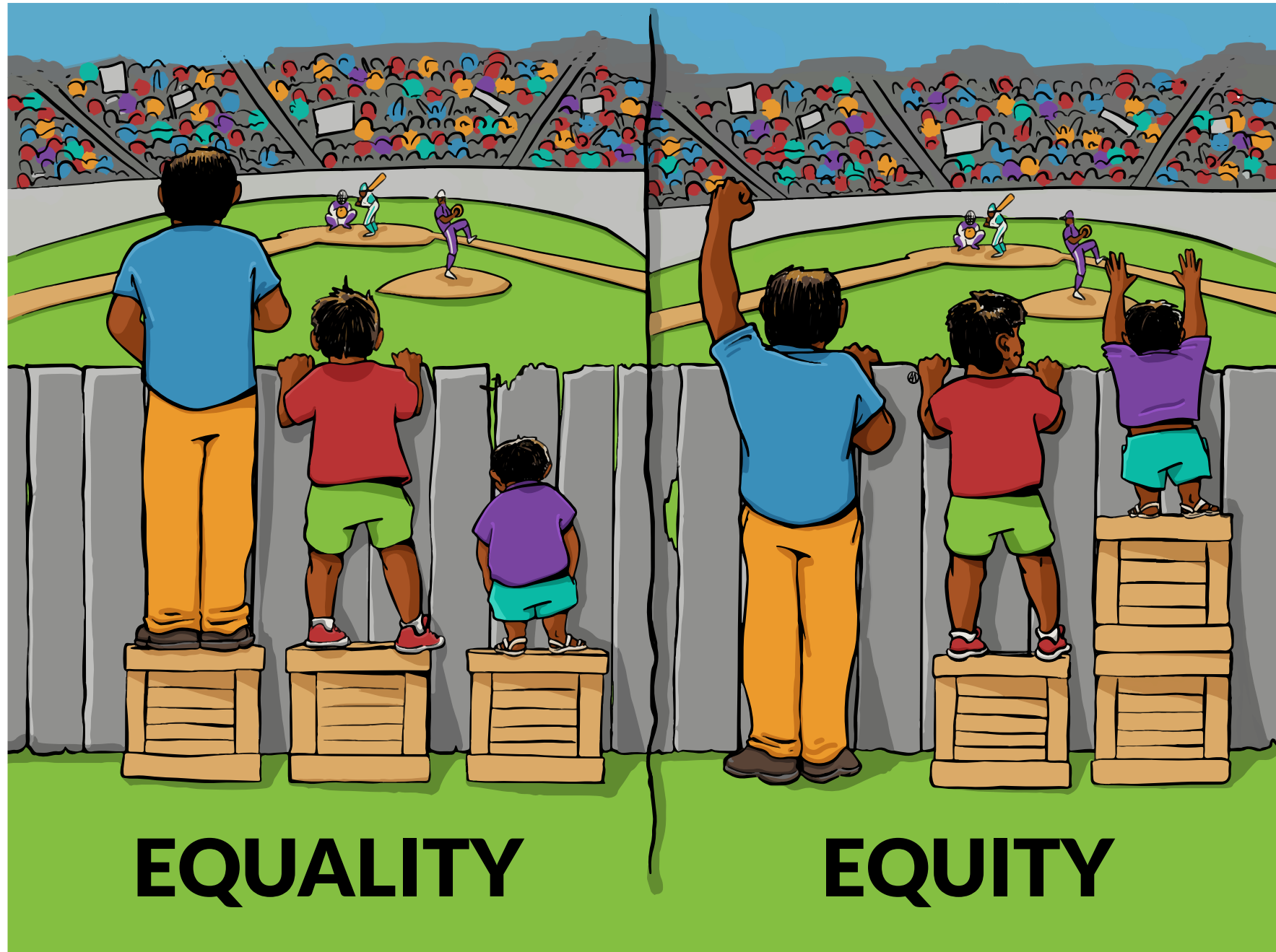
Omitting the word 'sex' in the policy may have the effect of stymying the Council's ability to protect women's and girls' sex-based rights and protections under these Acts, as is allowed. I would remind you that gender is not a legally protected characteristic, whereas 'sex' is. The word 'gender' may have been acceptable once when most people considered it to be a polite euphemism for sex, but it now has too many meanings to be clearly understood in policies which govern our lives. For example, gender can be interpreted as a social or cultural construct, or a euphemism for sex, or as gender identity. It's possible that even more interpretations may develop as time goes on, due to its fluidity of application. Sex, however, has been definable for all of humankind's existence. At this point, red herring questions often arise about gender non-conformity, but to answer them, accommodations as needed for gender non-conforming people can always be made in some way. But, they do not supercede women's and girls' sex-based rights.

A woman is an adult human female. Although the word 'woman' can be arbitrarily changed in certain circles to mean anyone who 'identifies' as one, we can't change our sex, and there are times we need clear language to differentiate between the sexes. The word 'gender', on the other hand, can be used in a manner which allows any man who identifies as a woman to have free and unfettered entry into women's and girls' spaces, irrespective of how women and girls feel about that. It doesn't matter if they *never* encounter such a man in their spaces - women and girls should always feel assured that, as much as possible, they won't encounter a man of any stripe in spaces that are provided for their safety and dignity, and that they are important and valued enough to have those things protected. If a man who identifies as a woman goes into a women and girls' space, women and girls will see a man, irrespective of his identity. It's extremely rare for him to pass as a woman absolutely. What does that invasion of their space, whether potentially or actually experienced, do for their confidence to use public spaces, or their confidence in those they should be able to trust to protect them?

Therefore, I and Mana Wāhine Kōrero submit that this policy gets revoked due to it being highly unlikely to be able to protect women's and girls' sex-based rights and protections with clarity and confidence, nor any of the other groups mentioned in it.

Katrina Biggs, in whakawhanaungatanga with Mana Wāhine Kōrero.





EQUITY IN AUCKLAND'S TRANSPORT SYSTEM

SUMMARY REPORT

Ministry of Transport

Final Report: November 2020

 **MRCagney**
BETTER TRANSPORT - BETTER PLACES - BETTER CHOICES

What is equity? In the simplest terms, it means fairness, which is not necessarily the same thing as equality.

It's not about everybody getting the same thing," Parker said. "It's about everybody getting what they need in order to improve the quality of their situation."

One difficulty in including equity goals in planning is that the people who need them most can be hard to involve. Traditionally, planners involve stakeholders by inviting them to public meetings and asking them to read and comment on plans. This can be a time-consuming process, and people who work multiple jobs and lack transportation and child-care options are unlikely to show up at the library for a three-hour meeting.

And even if they're able to offer their time, they may not be willing.

"Trust is the No. 1 thing, 'Why are you asking, and will it make a difference,'" Parker said. "When we got started, there was a bit of interesting community jargon: 'Planning Fatigue.' People were tired of being asked to come to meetings, asked to share their vision, asked to draw another picture of a beautiful community, and then nothing is going to happen, or it's going to take 15 years and they're going to say, 'We don't even remember that we were part of that.'"

Cynthia Silvia Parker as quoted by Sustainable Cities Network.

Equity and Inclusion Hearings Panel – Answers to Panel Questions

Panel member	Question	Staff response
Cr. Templeton	Question regarding submitters from outside of Christchurch.	<p>Twelve submitters were from outside of the district (24%).</p> <p>Of those submitters, eight made comments around Covid-19 vaccines and medical status, three commented on the use of the term gender and one commented on transport accessibility.</p>
Cr. Templeton	Could we please have some legal advice on the use of the words gender and sex and the Council’s legal obligations?	To be provided separately.
Cr. Templeton	How are the current policies being implemented across council?	<p>All the community-facing policies are owned by the Community Support and Partnerships unit.</p> <p>Existing work in this space is being driven by either operational best practice, the Strengthening Communities Together Strategy and other programmes of work – which may speak to the age of the policies. Revoking these policies does not impact ongoing operational work.</p> <p>Some of the ways in which teams across the Council are operationalising the principles of these policies are outlined below:</p> <p>Transport</p> <ul style="list-style-type: none">• The transport accessibility provisions of the Equity and Access Policy are picked up by the Infrastructure Design Standards (IDS), Construction Standard Specification (CSS), Intersection & Pedestrian Crossing Design for People with Disabilities Policy and Footpath Berm Policy.• Any specific road safety issues raised by people with disabilities are raised through Hybris tickets and will be addressed by transport staff.• Parking provisions for people with disabilities are covered by parking-specific policies (Central City Parking Policy and the Suburban Parking Policy).• The aforementioned policies deal with transport-related accessibility in more specific detail than the Equity and Access Policy. <p>Parks</p> <ul style="list-style-type: none">• The Parks and Waterways Access Policy sets out the specifications for parks and waterways facilities. <p>Resource Recovery</p> <ul style="list-style-type: none">• The Assisted Rubbish Collection Service is for residents with a disability, impairment and/or frailty, where circumstances are such that it is not reasonable to expect them to place their wheelie bins at kerbside . This is a rubbish only service where the Council’s contractor will empty the bin on their property every fortnight.• An application form along with a letter from resident’s doctor or other medical professional is required.• Council bin lids also have the following symbols on the top of them to assist anyone with visual impairment:<ul style="list-style-type: none">• Circle – organics• Square – rubbish• Triangle – recycling <p>Youth</p> <ul style="list-style-type: none">• The Council’s work in the youth space is picked up through Strengthening Communities Together Strategy.• The Christchurch Youth Council is an independent organisation and not part of the Council.• The Youth Council’s Youth Action Plan 2017 is not the Council’s document and does not make any reference to the Youth Policy.

		<p>Children</p> <ul style="list-style-type: none">• This work is picked up through Strengthening Communities Together Strategy.• Funding for early childhood education centres is through Strengthening Communities Together Fund. <p>Council reports</p> <ul style="list-style-type: none">• Staff are required to complete an assessment of accessibility impacts when completing a Council decision report. Internal guidance is available for staff completing this section.• Guidance is also available to staff around improving the accessibility of Council reports, such as using alternative text.• This work is ongoing and there is room to improve what is best practice in this space. <p>Accessibility Map The Council's Accessibility Map helps people to find accessible toilets, hearing loops, parking and mobility scooter hire locations in Christchurch.</p> <p>Impact on existing Council policies</p> <ul style="list-style-type: none">• The Equity and Access for People with Disabilities Policy is referenced in other documents, which would need to be updated should it be revoked and replaced with an Equity and Inclusion Policy.<ul style="list-style-type: none">○ Infrastructure Design Standards (IDS)○ Intersection & Crossing Design for People with Disabilities○ Parks and Waterways Access Policy○ The recently adopted Outdoor Dining Policy references the Equity and Access Policy as an explanatory note – this policy does not go into force until February 2024 and the explanatory note can be updated by staff.• This should be done when the policies are next reviewed but is not urgent as the provisions of these policies stand on their own.• The Social Wellbeing Policy is referenced in the Procurement Policy. The policy includes a principle of social equity, but this, too, stands on its own.
Cr. Templeton	What is our employment policy on individuals with previous criminal convictions?	<p>The Council's internal employment/recruitment policies are silent on individuals with criminal records but there are some roles which require Police and Ministry of Justice vetting. This is outlined in the Recruitment and Selection Policy:</p> <p><u><i>Pre-employment screening</i></u> <i>This is the formal process of obtaining checks from other agencies as follows:</i></p> <ul style="list-style-type: none">• <i>The Police Vetting Service for all roles that work directly with the community's most vulnerable members including children, older people and people with special needs.</i>• <i>The Ministry of Justice for all roles that have delegated authority for cash transfer approval, responsibility for the protection of Council property, employees who handle cash, employees who are required to hold warrants and those employees based at, or who require unsupervised access to, the Justice Precinct.</i>• <i>Safety Checking for Children's Workers under the Children's Act 2014</i> <i>The procedures for safety checks on children's workers are set out in the Children's Act 2014 and Children's Regulations 2015.</i> <i>The components of the process are:</i><ul style="list-style-type: none">○ <i>Confirmation of identity</i>○ <i>New Zealand Police vetting</i>○ <i>Additional interview questions</i>○ <i>Reference check</i>○ <i>Work history over past 5 years and professional membership, licensing or registration check (if applicable to the position)</i>○ <i>Risk assessment</i>
Cr. Templeton	Is any specific wording required in policy around neurodiversity?	<p>This has already been addressed through a proposed amendment to the "inclusion" definition in the policy, which now refers to hidden disabilities. Hidden, or invisible, disabilities include neurodivergence.</p> <p>Staff recommend the proposed amendment be accepted if the Panel wish for the policy to specifically encompass the neurodivergent population.</p>

Cr. Harrison-Hunt	Lack of equitable access to transport – what guidelines/practice does ECan have to help inform our policy?	<p>The Council works in partnership with Environment Canterbury on public transport matters through the Canterbury Regional Transport Committee and Greater Christchurch Partnership.</p> <ul style="list-style-type: none">• A key consideration for the Greater Christchurch Partnership is the development of a well-functioning urban environment that enables the integration of land use and transport planning to ensure the creation of safe, accessible and liveable urban areas. This includes the alignment of access to a range of transport modes and a joined-up network to reduce the reliance on private vehicles and provide associated wellbeing benefits.• The Canterbury Regional Land Transport Plan guides land transport planning and investment within Canterbury. One part of the vision of the Plan is to ensure our public transport system is inclusive for all. This encompasses affordable fares, vehicles and stops that are useable by people with limited mobility, and easy-to-understand information able to be consumed by people with limited hearing or vision.• The Canterbury Regional Public Transport Plan sets out Environment Canterbury's objectives and policies for delivering public transport in Canterbury. One of the priorities of this Plan is improving the accessibility of public transport so it is usable for all (including the transport disadvantaged and people with disabilities).• Environment Canterbury also has implemented a range of services to make public transport more accessible for the disability community and elderly. Staff particularly note the Total Mobility Scheme which provides subsidised door-to-door transport services for eligible, registered passengers where approved scheme transport providers operate.• In terms of work the Council is doing, recent bus stop upgrades (for example on Lincoln Road) include improvements to make them easier to use for people in wheelchairs (wide footpaths and high kerbs) and those with impaired vision (tactile pavers). They also include shelter, seating and real-time information screens. The PT Futures programme currently being considered through the LTP includes approximately five hundred more of these bus stop upgrades, generally done in conjunction with constructing bus lanes and/or service uplifts. <p>Staff reiterate comments on made on 29 November that issues around transport equity and accessibility are better addressed in transport strategies/policies/plans, not this over-arching policy.</p>
Cr. Harrison-Hunt	What actions are going to come from this policy? (current and future state) – policy is high level, want to see some detail on what implementation actions will look like. How will it be different to what's in place currently?	<p>The policy, as it is currently drafted, is not intended to reflect a new policy position for the Council. Our work around equity, access and inclusion is being championed through the Strengthening Communities Together Strategy and other programmes of work.</p> <ul style="list-style-type: none">• The Council has a Multicultural Advisory Group to help the Council understand the needs of diverse communities.• The Council also has an Accessibility Advisory Group, which is facilitated by our Inclusive Communities Coordinator. They provide advice to managers and staff in removing barriers to active participation for disabled people in their own communities.• Work is underway to put together a Youth Advisory Group and Pacific Advisory Group. <p>The Strengthening Communities Together Strategy's implementation plan already includes an action to develop in partnership with key stakeholders and relevant advisory groups the following action plans:</p> <ul style="list-style-type: none">• Pacific action plan• Disability action plan• Youth action plan• Older adults action plan. <p>These action plans will build on existing relationships with these communities.</p>
Cr. Donovan	How do we create a safer space for those coming to council?	<p>This was also raised by submitters and stakeholders when we developed the Strengthening Communities Together Strategy and there is ongoing work to improve how we make the Council a safe space for our residents. Some of the things we are already doing are outlined below.</p> <p>In terms of people coming to Council:</p> <ul style="list-style-type: none">• We make paper copies of agendas available for vision impaired.• Hearing loop is available in the Council Chamber for the hearing impaired.• We can also make translators available for those who need them.• Work is underway to look at the demographics of people who make submissions in order to measure how diverse and inclusive our participation is.

		<p>In terms of creating safe spaces for our neurodivergent residents:</p> <ul style="list-style-type: none">• The proposed Disability Action Plan is the appropriate place to pick up. This work will be developed in partnership with our Accessibility Advisory Group.• Parakiore will have an aquatic sensory room. The Council already operates one multi-sensory space, the Southern Centre based at Pioneer Recreation & Sport Centre.• Tūranga and Redwood Library host a Sensory Hour. This is aimed specifically at children and adults with sensory sensitivities, who may experience difficulties using a large, busy library with lots of noise, lights and people. During the sensory hour, the libraries turn off the artificial lighting and minimise the activities happening in the library. Library staff are available but maintain a low profile.
Cr. Donovan	What does accessibility look like at a facilities level?	<p>The Accessibility Advisory Group provide feedback and advice on planning, reviewing, and the implementation of Council projects and services that relate to the broad spectrum of disability issues.</p> <p>A review of proposed work and design is usually undertaken by the likes of Blind Low Vision NZ and the Council's Inclusive Communities Coordinator, who may also provide ongoing input and advice as the project progresses.</p> <p>Where building work requires a Building Consent, staff ensure that as part of the application all NZ Building Code accessibility standards are met, at a minimum.</p> <p>Our recreation and sport facilities have accessible car parks, wheelchair access, accessible toilets and changing rooms and a hearing loop. The specific detail of each facility is outlined on the Recreation, Sports and Events (RSE) website.</p> <p>Members of the public are able to issue their library items from our self-issue kiosks in a range of languages. Screen reader tools are available on the public computers. Some libraries have wheelchairs available. The accessibility provisions for the libraries are outlined on the library website.</p>
Cr. Donovan	How do we make information as accessible as possible, and for range of people	<p>Digital</p> <ul style="list-style-type: none">• There is work going on to make the Council's digital channels more accessible.• The Customer Experience Platform team employs skilled User Experience Specialists, Digital Experience Advisors, and Digital Experience Designers to ensure our solutions support our customers to easily find the information they need/want.• We monitor and review site usage regularly to gain insights into how customers 'use' the site. This in turn informs our enhancements programme of work.• IT staff also work closely with others across the organisation to advocate for customer experience best practices and help curate engaging compliant digital experiences.• The Council uses a site checker (Monsido) to assist with identifying website issues, including accessibility on the website. Staff regularly review these and remediate them as capacity and capability permits.• The Council also uses several third-party solutions that may 'appear' to be the Council website, but in fact, are out of our control.• A Digital Equity & Inclusion working group has been initiated to drive greater awareness, advocacy, investment and compliance for digital channels.• Currently, the Council does not mandate any digital accessibility standards. This policy should enable more work to be done to improve the accessibility of the external websites. <p>Communications:</p> <ul style="list-style-type: none">• Tone of Voice (TOV) is our guiding document – it ensures we use resident-focused content that's clear and easy to understand, enabling people to act. Our TOV is helpful, easy to read and understand.• Across our content we explain the 'why' (e.g., why we're fixing roads so it's safer and easier to use). We also focus on what's important – what people want to know, need to know.• We adapt our content for use across multiple channels – these are the many ways we reach people. We tailor our choice of channels to ensure we're reaching people through the way they want to receive information.• For our ethnically diverse communities, when possible, we use translation services and direct people to the web where language options are available. <p>Engagement:</p>

		<ul style="list-style-type: none">• The Korero Mai Let's Talk platform has editable translation in 10 languages.• We write consultation material using our TOV to ensure content is clear, concise, and is easy for people understand and provide feedback on.• We work closely with community boards to extend the reach of our consultations into affected communities.• For city-wide and local projects, we make large-print documents available at Council libraries and service centres.• We use imagery and videos with captions to tell the story.• We door knock the most affected residents and always have our contact details so people can call and ask to meet in person.• Webinars are recorded and available to view at any time of day. <p>Marketing:</p> <ul style="list-style-type: none">• We work with the Council's accessibility team for the RSE website and in our Recreation & Sports Centres. The new RSE website has been designed to meet accessibility standards including using Te Reo in headlines, menu pages for ease of navigation, colours that are easy to see and call to action buttons that are highlighted.• Marketing of our Libraries services and products includes the dual use of Te Reo and English. The Libraries website has Te Reo across main headlines and web pages, and content is in Te Reo and English.• We use translation services for our marketing campaigns, when possible. For example, translation of election campaign posters and material into multiple languages. The Election campaign on the Council's website had video content featuring sign language, and large print font size. Posters and collateral also included a QR code for people to scan for easy access to the election material.• Marketing campaigns are tailored for our diverse communities and audiences. This is to ensure we're reaching the right people at the right time with the right message. We use a wide range of tactics, such as print, radio, digital, billboards, video, and footpath decals.• We use Tiktok, when appropriate, to reach our youth audience. <p>Design:</p> <ul style="list-style-type: none">• We have a design guidelines that we follow for all our work to ensure we meet accessibility standards.• All colour contrasts must meet an AA standard for Web Content Accessibility Guidelines.• We use a wide range of design elements to convey information e.g. colour, pattern (scale and colour contrast) and placement. We consider these alongside the content so we're not distracting from the message.• Our font (open source) has a variety of weights that can be easily read at all sizes. We make sure the text size and weight is appropriate for the audience and is legible. It's available for free online for everyone to use.• We make sure there's not too much text in our designs – between 50 and 75 characters per line is readable.• If there is a voice over on animated or motion graphics, we also include subtitles.• We use international standard icons and symbols.• We put image alternative text (audio-based prompter) on all images on our website. This is to make them more accessibly for our visually impaired community.• We do not put text over images. <p>News & Media:</p> <ul style="list-style-type: none">• Every Newsline story uses the Council's Tone of Voice (TOV) which ensures our stories are clear and easy to read and understand.• We extend the reach of our stories through targeted social media posts to our communities. Our content is across Facebook, Twitter, Instagram, LinkedIn, You Tube, and Tiktok.• We use Te Reo in stories where possible.• We publish Newsline stories focusing on council decisions, so residents are up to date on decisions made by the Council. In our stories, if applicable, we provide a link to the livestream Council meeting.• Newsline covers stories which highlights matters of interest to our ethnically diverse communities, youth, environmental groups, residents' groups etc.• We use 'closed captions' in our videos to make sure all members of our community have access to information.• We use images to visually communicate our stories and provide context.
Cr. Donovan	How do we reach those hard-to-reach communities?	<p>Community Development staff</p> <ul style="list-style-type: none">• The Council has Community Development Advisors in the Community Boards and Community Support and Partnerships unit who help the Council to reach disproportionately disadvantaged communities. The Community Support and Partnerships unit provide advice on how to engage with these communities.

		<p>Engagement</p> <ul style="list-style-type: none">• Council staff are also actively working to reach the people we don't usually hear from in consultations (for example What Matters Most, where the overarching goal for this phase of the engagement was to engage a diverse range of people in a meaningful way).• For geographic projects, those directly affected would get something in their postbox and we turn up at the school gates for projects that affected our school communities.• For city-wide projects, with a less direct outcome, we will target the communities we want to hear from the most.• For future focussed projects we will engage early with Gen zero, Student Council, UCSA etc, for diversity we work with groups such as the Disabled Persons Assembly, Accessibility Advisory Group, Multicultural Advisory Group and Ministry for Pacific Peoples.• Where there is an economic impact or housing is affected, we would work with the renters association, or relevant church groups.• For Māori engagement we work directly with our internal advisors and Mahaanui Kurataiao, when appropriate.• In terms of tactics, this can range from an email to these advocacy groups, meetings with them, attending their local events or hosting webinars.• This is an ongoing process and Engagement staff continue to explore ways to gather information from the community.
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Equity and Inclusion Policy – DRAFT

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Introduction

Te Haumako Te Whitingia Strengthening Communities Together Strategy 2022 details the Council's commitment to building inclusive, safe, resilient and connected communities. The Strategy contains four pou/pillars:

- **People** The city actively promotes a culture of equity by valuing diversity and fostering inclusion across communities and generations.
- **Place** We help build connections between communities and their places and spaces to foster a sense of local identity, shared experience and stewardship.
- **Participation** Residents and groups in the wider community are socially and actively engaged and able to initiate and influence decisions that affect their lives.
- **Preparedness** People feel safe in their communities and neighbourhoods and work together to understand, adapt and thrive in the context of change and disruption.

In adopting Te Haumako Te Whitingia Strengthening Communities Together Strategy, the Council agreed to a review of several community-facing policies, with the intention that these policies would be incorporated into an overarching Equity and Inclusion Policy. The principles of these policies remain and are actioned through Council's Te Haumako Te Whitingia Strengthening Communities Together Strategy, Council's Multicultural Strategy 2017, and this policy statement.

Implementation and monitoring

The Equity and Inclusion Policy is a policy framework. Policy frameworks provide a high-level statement of intent and influence how and what Council activities are delivered. This policy is supported by strategies, plans and programmes of work to ensure that the Council's commitments are implemented and maintained.

The Policy will be implemented, and progress and impact will be monitored and reported on, as part of the Strengthening Communities Together programme of work.

Definitions

Equity

Equality means each individual or group of people is given the same resources or opportunities. Equity recognises that each person has different

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circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

People should have equity, regardless of age, gender, disability, ethnicity, culture, faiths, geographical location, sexual orientation, neurodiversity or socio-economic status.

Inclusion

The practice or policy of providing equitable access to opportunities and resources for people who might otherwise be excluded or marginalised, such as those who have physical, hidden, or mental disabilities and members of other minority and disadvantaged groups.

Accessibility

People have equitable access to the physical environment, information, communication, participation and Council services.

Legislation

Te Tiriti o Waitangi is New Zealand's founding document. Te Tiriti requires councils to establish, maintain and improve opportunities for Māori to contribute to local government decision-making processes.

New Zealand Bill of Rights Act 1990 protects the civil and political rights of all New Zealanders. Under this Act, everyone has the right to freedom from discrimination as outlined in the Human Rights Act 1993.

Building Regulations 1992 contains the Building Code for which all building work in New Zealand must comply. The Building Code's access provisions ensure that people with disabilities can carry out normal activities and functions within buildings.

Human Rights Act 1993 protects all people in New Zealand from discriminatory treatment based on personal characteristics, including religion, race, ethnicity, disability, age, and sexual orientation.

Local Government Act 2002 requires councils to consider and promote the social, economic, environmental, and cultural well-being of communities in the present and for the future. When making decisions councils are expected to take account of the diversity of their community, and the community's interests and the interests of the future community.

Purpose

This policy describes the Council's approach to enabling people from all communities and all areas of the city to have equitable access to our services. It recognises Council's responsibility to ensure that decision-making reflects its commitment to foster equity and inclusion for all Christchurch and Banks Peninsula residents.

The Council values the skills and strengths that all residents bring to our city and recognises that some of our residents may face disproportionate disadvantage in accessing Council services. The purpose of the policy is to ensure that equity and inclusion is embedded into everything we do.

The policy is intended to:

- Inform Council decision-making and investment, including grant funding and procurement.
- Apply an equity, access and inclusion lens over all Council services.

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Policy Scope

For some of our residents, there may be barriers in accessing information, places, and spaces. There may also be challenges in feeling included and seen in Council decision-making – both at a governance and at an operational level.

The Council recognises and values everyone in our community of any age, gender, disability, ethnicity, culture, faiths, geographical location, neurodiversity, sexual orientation, or socioeconomic status.

This policy applies to the procurement, management, and delivery of Council services. All elected members, employees, volunteers, and third parties/contractors carrying out work on behalf of Council are expected to apply the principles of this policy to their activities and decision-making.

Policy Statement

The Council recognises, values and welcomes the diversity of people living, working and visiting our city. We are committed to promoting equity and tackling social exclusion and discrimination in our community. Social exclusion occurs when people are unable to participate fully in social, cultural, economic and political life, and where society excludes people for a range of reasons.

The Council will strive to achieve a more equitable city where everyone is respected and shares in the city's success and prosperity. The Equity and Inclusion Policy affirms the Council's commitment to this.

We will continue to develop an inclusive and accessible city where diversity is celebrated, human rights are protected, our interdependencies are recognised, and all abilities are valued and developed.

Principles

The Council will have regard to the following seven pillars of inclusion:

- ACCESS – creating barrier-free access to information and places.
- ATTITUDE – celebrating diversity in our city.
- CHOICE – providing inclusive spaces for informed community decision-making and participation.
- COMMUNICATION – examining and improving the way we share information and let people know about opportunities to get involved.
- OPPORTUNITY – enabling active, engaged, and connected communities.
- PARTNERSHIP – working together with mana whenua, stakeholders, NGOs and the community.
- POLICY – detailing our commitment to, and responsibility for, inclusive practices.

Policy Detail

The Council commits to promoting equity and fostering an environment in which equity and inclusion are valued. This policy should guide decision-making and action across the organisation.

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- Understanding and addressing structural exclusion and its impact on delivery of services.
 - We will take a collaborative approach to address disproportionate disadvantage in our city, where we can.
 - We will treat everyone with dignity and respect their rights and beliefs.
- Being aware of inequalities and barriers to participation and what this means in decision-making.
 - We will build capability across the organisation so that everyone at the Council is aware of inequalities and what this means in their role.
 - We will work to foster an environment for residents to provide feedback in a safe and inclusive way.
 - We will work to measure the wellbeing of our residents in our monitoring and reporting to ensure Council responses reflect the needs and views of the whole community.
- Consistently applying equity and diversity principles in everything we do.
 - We will integrate equity and inclusion principles across the whole of Council.
 - We will actively pursue positive outcomes across our services and programmes.
- Anticipating, identifying and responding to people's different needs and circumstances.
 - *We will* utilise inclusive design principles to remove barriers to access to physical spaces, information, and participation.
 - We will ensure easy access to Council services and provide information in formats that suit the needs and preferences of our residents.
- Championing equity and inclusion within the Council to ensure that equitable considerations are integrated in the decision-making and governance of Council.
 - We will use an equity, access and inclusion lens to inform decision-making to avoid discrimination promote inclusion and increase fairness in the city, wherever possible.
 - As an organisation with resource, influence, and authority, using this lens means that our decisions do not create or perpetuate further inequities.

References and related documents

Document	Link
Intersection Design for People with Disabilities 2016	https://ccc.govt.nz/the-council/plans-strategies-policies-and-bylaws/policies/accessibility-policies/intersection-design-for-persons-with-disabilities-policy/
Infrastructure Design Standard 2022	https://ccc.govt.nz/consents-and-licences/construction-requirements/infrastructure-design-standards/download-the-ids/

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Parks and Waterways Access Policy 2002	https://ccc.govt.nz/assets/Documents/The-Council/Plans-Strategies-Policies-Bylaws/Policies/ParksAndWaterwaysAccessPolicy2002.pdf
Multicultural Strategy 2017	https://ccc.govt.nz/assets/Documents/The-Council/Plans-Strategies-Policies-Bylaws/Strategies/Multicultural-Strategy.pdf
Te Haumako Te Whitingia Strengthening Communities Together Strategy 2022	https://ccc.govt.nz/assets/Documents/The-Council/Plans-Strategies-Policies-Bylaws/Strategies/Te-Haumako-Te-Whitingia-Strengthening-Communities-Together-Strategy-document-WEB.pdf
New Zealand Disability Strategy 2016–2026	https://www.odi.govt.nz/assets/New-Zealand-Disability-Strategy-files/pdf-nz-disability-strategy-2016.pdf
United Nations Convention on the Rights on Persons with Disabilities	https://social.desa.un.org/issues/disability/crpd/convention-on-the-rights-of-persons-with-disabilities-crpd

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Policy name	Name of this policy
Adoption date	Date Council adopted the policy
Date of most recent review	Date Council adopted changes to the policy
Resolution number	For ease of reference insert the most recent resolution number
Review date	Date policy to be next reviewed (or before, if required)
Department responsible	Relevant Unit
Position responsible	Relevant Team Leader/Manager

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5