

Equal Employment Opportunities Programme

Charter for Diversity (Incorporating EEO Policy)

(Reference to the Local Government Amendment Act No. 2, 1989 Section 119f and 119g)

Diversity

Diversity and its link to Equal Employment Opportunities are about best practice which is a goal of the Council's Giving Value - Being Valued Culture Statement. A diverse workforce will be able to meet the needs of the Council's diverse customers and communities.

Diversity is about all of us. The concept of diversity encompasses acceptance and respect and it means understanding that each individual is unique. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.

The Christchurch City Council is committed to a culture of diversity aimed at recognising, acknowledging, valuing, celebrating and utilising the diversity of people in our organisation and community. Processes and procedures will be regularly reviewed to ensure good management practice in valuing diversity.

Principles of Diversity

Christchurch City Council's Charter for Diversity establishes the principles of our understanding and approach to diversity in the organisation as follows:

- At the Christchurch City Council we are committed to the principle that all workers should be encouraged and provided with the resources to contribute to the organisation's goals to the best of their abilities and experience.
- We believe that in order for people to be able to give their best to the organisation they must feel the things that make them unique such as culture, language, age, abilities/disabilities and gender are respected.

- We believe that an individual's differences as well as similarities compared to others can be valuable resources to the organisation.
- We believe that diversity management is about appreciating diversity in ways that allow it to work for the organisation while at the same time affirming the individual.

Diversity and Good Management

Working with diversity requires sensitivity, understanding, respect, and a commitment to giving everyone a fair go while ensuring the best fit possible between people and organisational goals. It entails a focus on three broad areas:

- Valuing diversity
- Employment equity
- Good management practice

Valuing Diversity

Valuing diversity means understanding and utilising the advantages and benefits of differences within the workforce.

People and organisations who value diversity are interested in identifying and overcoming barriers that prevent effective interaction between people, and in creating a work environment which welcomes and fosters diversity.

An awareness of an understanding of diversity would include improved - team work, individual performance, customer service, customer relations, staff relations and the reduction of conflict.

Employment Equity

For any position selection decisions will be made on merit, qualifications and work history relating to the position to be filled, in other words a person's ability to do the job. All employees have the opportunity to develop to their full potential and are encouraged to do so.

Equal Employment Opportunities Programme

Good Management Practice

Good management practice starts with the individual in the organisation recognising their own personal unique talents and experience and working out ways to use these to improve their work practices.

Managers, teams and people who operate effectively do so by implementing strategies for the utilisation of diversity.

Diversity is about realising the potential of people in an environment accepting of difference and change.

Christchurch City Council supports flexible work practices and employment arrangements to support diversity in the workplace.

Equal Employment Opportunities (EEO)

Effective diversity management practice is fundamental to achieving EEO outcomes for people at work. EEO objectives should include:

- A level of cultural diversity in our organisation that reflects the cultural diversity of our community.
- Promoting ethnic diversity within the Christchurch City Council reflecting the ethnic diversity of our community.
- Providing equal access to information for all people including promotional opportunities, job related benefits, and training and development opportunities.
- Workplaces free of discrimination and harassment.
- Aiming for all our people to have the necessary communication and management skills to work in culturally diverse environments.



Lighting accentuates the features of the Hereford Street Bridge.

Equal Employment Opportunities Programme

Objectives for 2003/04

Continue refocusing the organisation on diversity and its integration with the principles of GV-BV and the HR Strategy

Learning and Development

- Conduct Diversity training programme for all new staff to the organisation
- Develop diversity awareness tools for use in teams

Improve system for collecting EEO Statistics

Encourage a more diverse workforce within the Council

Parenting Room

Continue to support Referral Advisors

Performance Indicators

- Incorporate Diversity as an element of the Healthy Workplace Strategy
- Profile and celebrate Diversity throughout the organisation on a regular basis
- Conduct 6 workshops by June 2004
- 4 diversity tools are available through HR Advocates. 6 teams to pilot use of diversity tools
- Develop web based database. Review conducted after 6 months of operation
- 2 Units pilot different ways of recruiting to encourage diverse groups within the community to apply for Council jobs
- Target the advertising of jobs to a wider community base
- Monitor and evaluate use of the parenting room
- Ensure that 4 meetings per year for information sharing, networking and skills development