



Inclusion Charter

New Zealand Golf Inclusion Statement

We believe golf provides lifelong enrichment to all involved with the game and we wish to share this value with as many people as possible. We believe that diversity and inclusion create a richer environment within our sport and that by actively fostering diversity and inclusion, we enhance the inherent value of the game to everyone involved.

We are committed to proactively encouraging the inclusion of under-represented populations and people within our game.

Future Vision

The golf industry, in its entirety, embraces and values diversity and inclusion. The contributions of all people are recognised and celebrated.

What does a commitment to inclusion mean?

- New Zealand Golf, our board and our leaders are committed to an ongoing journey to develop and foster an inclusive and diverse sport.
- Our golfing environment reflects our communities and our changing society.
- The game is accessible by all people and their contributions are valued.

What does it look like?

New Zealand Golf are committed to taking action. The below framework outlines our activity.

Inclusion Charter				
Guiding Document and Future Vision				
Workstreams - Areas of Focus				
GENDER	ALL ABILITIES	AGE	ETHNICITY & CULTURE	RAINBOW COMMUNITY
The greater inclusion of:				
Women & girls in the game of golf.	People with cognitive and physical disabilities.	All ages.	A wider group of ethnicities and cultures.	The LBGTTI+ community.
Benchmarking				
New Zealand Golf will need to understand where we are currently before we look to improve and will do so by benchmarking each workstream.				
Activity				
Each workstream will have a set of activities to try and improve the measurement benchmarks.				
Partnerships				
New Zealand Golf will seek strategic partnerships to accelerate progress across the workstreams.				
Reporting				
As part of our annual reporting, New Zealand Golf will include the work to date of the inclusion policy.				

Roles and Responsibilities

National Sports Organisation

As the governing body of golf, New Zealand Golf must not only lead the growth and education of inclusion in the game but also set the example for inclusion through our internal operations. It is the responsibility of New Zealand Golf to both review and report on the progress of the approach to inclusion regularly.

Regional Sports Organisations

We believe the District Associations have the role of committing to organisational and representative inclusion and supporting New Zealand Golf in the education of the sector regarding inclusion.

New Zealand Golf Industry Council

As the body that represents the collective golf industry and the membership associations within it, we believe they have the role of committing to organisational inclusion and supporting the education of associated members.

Clubs and Golf Facilities

We believe golf clubs and golf facilities are responsible for pursuing and ensuring an inclusive environment for both their workforce and for participants of the game.

Partnerships

It is important for partners with the golf industry to support and respect the importance and growth of inclusion and to operate in a manner that supports reaching the future for inclusion in golf. It is the role of the golf industry as a whole to ensure our partnerships reflect this.

Adopted: June 2018



Murray Ward
New Zealand Golf Chairman



Dean Murphy
New Zealand Golf Chief Executive