



## Equity, Diversity, Access and Inclusion

### New Zealand's Biological Heritage National Science Challenge

### Ngā Koiora Tuku Iho

New Zealand's Biological Heritage National Science Challenge, Ngā Koiora Tuku Iho, aims to protect and manage Aotearoa Zealand's biodiversity, improve our biosecurity, and enhance our resilience to harmful organisms. It does this by focusing research happening across Aotearoa's land-based and freshwater ecosystems to ultimately reverse the decline of biological heritage.

We are inclusive, respectful of difference, and value the diverse peoples of our varied communities. [View our values.](#)

We support access and inclusion through practices and processes that encourage balance, flexible working, and wellbeing.

We are committed to safety by supporting our people, promoting inclusion, and preventing bullying and discrimination.

As a National Science Challenge, we're comprised of people from diverse backgrounds, organisations, and lived experiences. We're committed to the open exchange of ideas, freedom of thought and expression, and respectful debate. These require a community and an environment that recognises the inherent worth of every person and group, that fosters inclusion, dignity, understanding, mutual respect, and embraces diversity.

We note the issues with the notion of 'excellence' and 'merit', and are developing approaches that assess merit relative to opportunity.

The BioHeritage Challenge, Ngā Koiora Tuku Iho, has a Sponsorship Policy for all hosted and sponsored events; and a Code of Conduct for all members of the BioHeritage community. All BioHeritage Challenge whānau are expected to be cognisant of the Policy and Code, and to implement them.



### Supporting the distinctive contribution of Māori to Aotearoa New Zealand

- We work closely with Te Tira Whakamātaki and other mana whenua to blend mātauranga Māori (Māori knowledge) with modern research methods throughout all the research we coordinate.

### Promoting diversity and inclusion in science and academia

- We have taken a national leadership role in promoting diversity, equity, access, and inclusion in science.
- We actively promote both organisational and grass roots approaches that lead to intersectional diversity.

### Workplace wellness

- We demonstrate our commitment to workplace wellness through flexible working, containing meetings within school hours and holding a variety of different types of team events.