

NORTHERN VISIONS STATEMENT ON COMMUNITY RELATIONS & DIVERSITY

Northern Visions believes that our society grows and thrives in direct proportion to its attention to individual freedom and human ideals in a diverse, cultural setting.

A commitment to recognising diversity is an essential value because it encourages dialogue among people with different backgrounds, abilities and perspectives.

Northern Visions believes diversity to mean not only the representation of all groups in society but a commitment to equality and social justice. Attitudes and actions that support equality and social justice, encourage the interchange of ideas, foster respect and consideration for individuals and groups, and strengthen the understanding of our mutual interdependence and the richness it bring us, are the hallmarks of diversity.

A celebration of diversity is also about acknowledging and confronting those beliefs and past events that have divided our society. Attention to issues of diversity can create an environment, where mutual concern frees us to realise a shared future.

Northern Visions values diversity, and is determined to ensure:

- that we treat all individuals fairly, with dignity and respect;
- that the opportunities we provide are open to all;
- that we provide a safe, supportive and welcoming environment - for employees, volunteers and the general public.

Northern Visions is committed to the promotion of good relations between staff, freelances, volunteers and between partner organisations and the wider society.

Northern Visions supports the three principles of:-

- Equity: providing equality of opportunity to its employees and equal access to Northern Visions resources and services.

- Diversity: recognising, understanding and tolerating difference

- Interdependence: recognising commonalties and obligations to others.

Partnership working will underpin the analysis of the problems and the responses designed to enhance community cohesion.

We will support:

- The development of opportunities to bring communities together.

- Capacity building in areas of weak social infrastructure.

- Support for regeneration programmes.

In supporting the community:

Northern Visions Board of Directors will provide positive leadership in encouraging greater mutual understanding and respect for the different cultures and traditions within the community media and arts constituency.

Northern Visions will communicate its policies and procedures to all employees and volunteers and partner organisations and provide orientation and induction sessions for employees and volunteers to assist the understanding of diversity and interdependence.

Northern Visions will listen to community needs and expectations and seek regular feedback.

Northern Visions will be an active member of the community through involvement in social, charitable and cultural initiatives that promote good community relations.

Northern Visions will set measurable targets and seek to continually improve its standards of community relations' involvement.

Northern Visions will identify barriers, which make facilities inaccessible to people from various traditions on an ongoing basis.

Northern Visions will take action to ensure facilities are neutral and activities are as inclusive as possible on an ongoing basis.

Northern Visions will raise staff awareness of minority ethnic issues on an ongoing basis.

Northern Visions, where practical will use its expertise and resources to support our community partners. We will seek out opportunities for increasing dialogue and collaboration with the community and voluntary sector and together add value to the health, wealth and well being of our local neighbourhoods.

Shared Future: Northern Visions supports the Government plans to create social and political stability in a shared and peaceful society and the TBUC Strategy.

“The establishment over time of a shared society defined by a culture of tolerance; a normal, civic society in which all individuals are considered as equals, where differences are resolved through dialogue in the public sphere, where all people are treated impartially.”

The Racial Equality Strategy for Northern Ireland: Northern Visions supports the six strategic aims the Government is pursuing in eradicating racism and tackling racial inequalities.

Northern Visions will review and revise its community relations' policy and

procedures to maintain their relevance.

June 2020
Chairperson