Sustainability Passport

A Guide to a more sustainable life

Embark on your Sustainability Passport journey today.

Open to Individuals, Communities, Businesses and Social Enterprises.

Step 1:
Select a route.

Route 1
Water and Energy

Route 2
Reuse and Recycle

Route 3
Responsible Consumption

Route 4
Biodiversity and Gardening

Route 5
Equality and Inclusion

Step 2:
Identify what actions you will carry out, using the online Guides provided.

For example, if your chosen route is Equality and Inclusion, then you could take simple actions such as learning about your rights, promoting fair and inclusive policies and practices at work and in the community and reporting discrimination to ensure equality for all.

Step 3:
Upload and share your chosen actions online to gain certification.

Sign Up Now

www.changemakers.ie/sp

Route 5 -
Equality and Inclusion

To find out more about the Sustainable Development Goals linked to Equality and Inclusion visit the United Nations website. **sdgs.un.org**

What is it?

1

Equality and inclusion are human rights protected by the Law, which Ireland has committed to respect, protect and fulfil.

2

It includes the Irish Constitution, Equality Legislation, the European Convention on Human Rights and the standards in many international conventions and treaties Ireland has signed up to.

3

Promoting equality and inclusion in our society is not just a legal obligation – but is the right thing to do and ensures robust, rich and resilient communities.

4

We are all equal regardless of our gender, civil or family status, sexual orientation, religion, age, disability, ethnicity or membership of the Traveller community.

Did You Know...

Almost 1 in 8 people have experienced discrimination but less than 3% report it officially **(Social Justice Ireland).**

People with disabilities are over twice as likely to experience discrimination **(IHREC).**

Black people are three times more likely to face discrimination in using public services **(IHREC).**

Members of the Traveller community are 22 times more likely to face discrimination in accessing private services **(IHREC).**

Women are almost twice as likely to experience discrimination at work **(IHREC).**

Ageism leads to poorer health, social isolation and earlier death **(WHO).**

60% of Transgender people feel unsafe expressing their gender identity in public and 47% of LGBT people feel unsafe holding hands in public **(LGBT Ireland Annual Report 2022).**

What Actions Can I Take?

As an Individual

1. Know, exercise and protect your rights by visiting the Irish Human Rights and Equality Commission.
2. Attend an accredited course, workshop or talk on these topics.
3. Support initiatives, groups and businesses that promote inclusion and equality in their actions and across their branding.
4. Recognise and challenge prejudices, discriminatory attitudes and stereotypes, including YOUR own!
5. Demand Government action, e.g., via a letter or email to your local representatives, and support those in power who campaign for equality and inclusion.

How this helps

- ✔ Ensures everyone's rights are respected.
- ✔ Educates and creates awareness and understanding.
- ✔ Promotes positive behaviour in our culture.
- ✔ Supports an end to discrimination.
- ✔ Encourages policy change.

As a Community

1. Ensure your services are accessible to ALL groups in the community by discussing and reviewing your reach and impact regularly as a group.
2. Practise **good governance**, devise a Code of Conduct.
3. Put policies in place to identify and ensure the specific participation needs of ALL groups are met.
4. Identify and take positive actions to address any disadvantage that particular groups may face in accessing or benefitting from your services. e.g., improve access for those with impairments/ language barriers.
5. Have protocols in place for protecting members/ volunteers and dealing with complaints of harassment or discrimination.

How this helps

- ✔ Promotes inclusivity.
- ✔ Establishes a strong ethical culture within your group.
- ✔ Ensures everyone in the community benefits from your services.
- ✔ Prevents discrimination in accessing your services.
- ✔ Ensures members/ volunteers are protected from harm.

What Actions Can I Take?

As a Business/ Social Enterprise

1. Embed **equality and inclusion** throughout your business via planning, policies, and monitoring for equality.
2. Publish your Equality and Inclusion Policy on your website or Intranet to make it visible.
3. Build non-discriminatory attitudes and behaviours into your organisational culture via **staff training.**
4. Ensure all human resources and recruitment planning, policies and procedures promote equality of opportunity for all groups.
5. Take positive actions, both inside and outside your organisation, to facilitate the inclusion of different groups.

How this helps

- ✔ Compliance with your legal obligations.
- ✔ Ensures transparency.
- ✔ Builds an inclusive organisational culture.
- ✔ Contributes to productivity, enhanced quality services and work environment.
- ✔ Ensures everyone can equally benefit from your products and services.

Sign Up Now

Follow the link to register and gain access to resources and information about the programme.

www.changemakers.ie/sp

Change Makers

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