

The background of the slide is a scenic landscape. In the foreground, there are rolling hills with dry, yellowish-brown grass. A small town or village is nestled at the base of the hills, near a body of water. In the background, there are dark, forested mountains under a cloudy sky. A faint rainbow is visible in the sky, arching over the mountains.

Ministry for the Environment Diversity & Inclusion Survey

He rau mano, he rau kotai tangata – embracing our multiple talents

Approach & lessons learned

What we're covering today

1. Why the Ministry for the Environment decided to do a D&I Survey
2. How we did the survey
3. Lessons learned & things to consider for your own agency



Why does Diversity & Inclusion (D&I) matter for MfE?

1. It's the right thing to do
2. It's key to increasing diversity of thinking & enabling high-quality advice
3. It makes MfE a great place to work



How do we define diversity & inclusion at MfE?

Diversity is the wide variety of differences between us. It's as much about diversity of thought and experience as it is about gender identity, ethnicity, sexual identity, physical capability, cultural background, education and more.

Inclusion is how diversity is valued and the degree to which we include different perspectives in our work. It relates to all our people feeling included and being treated fairly.



*"Diversity is a reality.
Inclusion is a choice."*

Dr Stephen Frost



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Whakaari - the awesome places have not to be missed

Why do a D&I Survey?



Why do a D&I Survey?

1. Demonstrate accountability & transparency
2. Measure progress towards our D&I goals
3. Generate rich insights into our culture
4. Provide evidence to inform our strategy & actions
5. Provide a benchmark to track progress



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How did we approach the survey?

1. Driven by a small group of volunteers led out of our D&I Working Group
2. Linked in with our Sustainability Strategy and People & Culture Team
3. Sponsored by an ELT member
4. Informed by:
 - extensive testing with MfE's diversity networks, including our Women's Group
 - external engagement with SSC
 - collateral developed by other agencies, e.g. IR



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What did the D&I survey ask about?

Section 2: Your perceptions of diversity and inclusion at MfE

These questions are to find out more about your perceptions of how successful we are with diversity and inclusion.

A. BODS - BARRIERS

I feel valued at MfE
MfE is a place that I belong
I am often encouraged to provide my perspective at work
I am often encouraged to be myself at work
I am encouraged to be myself at work
I have someone at work who I can go to with my concerns
MfE encourages me to do the best I can in my job/role
MfE respects my mental wellbeing
MfE supports my mental wellbeing

COLORING IN

Strongly disagree
Disagree
Neither agree nor disagree
Agree
Strongly agree
Prefer not to say

B. MfE's leaders and managers embrace and advocate for diversity and inclusion

- a. Strongly disagree
b. Disagree
c. Neither agree nor disagree
d. Agree
e. Strongly agree
f. Prefer not to say

If you wish, please tell us why you feel this way.

Free text box

Section 3: Your experiences of diversity and inclusion at MfE

These questions are about understanding how diverse and inclusive we are at MfE, and how you experience this on a day-to-day basis.

9. I feel able to share my opinions and views at work.
- Strongly disagree
 - Disagree
 - Neither agree nor disagree
 - Agree
 - Strongly agree
 - Prefer not to say

If you wish, please tell us why you feel this way. This could include what you think we currently do well, and what we could do better:

Free text box

10. I feel encouraged and supported to be myself at MfE.

This includes but is not limited to: what you choose to wear, how you present yourself, your interests etc.

- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree
- Prefer not to say

If you wish, please tell us why you feel this way. This could include what you think we currently do well, and what we could do better:

Free text box

Section 6: Physical and mental health

22. Do you have a physical disability, chronic health or mental health condition?
- Yes
 - No
 - If you wish, please tell us about your disability
 - Prefer not to say

23. Do you think your disability, chronic health or mental health condition is sufficiently catered for at MfE?
- Yes
 - No
 - I don't know
 - Prefer not to say

24. To what extent do you agree with this statement: MfE is an inclusive workplace for people of all disabilities, chronic health and mental health conditions.
- Strongly disagree
 - Disagree
 - Neither agree nor disagree
 - Agree
 - Strongly agree

If you wish, please tell us why you feel this way. This could include what you think we currently do well, and what we could do better.

Free text box



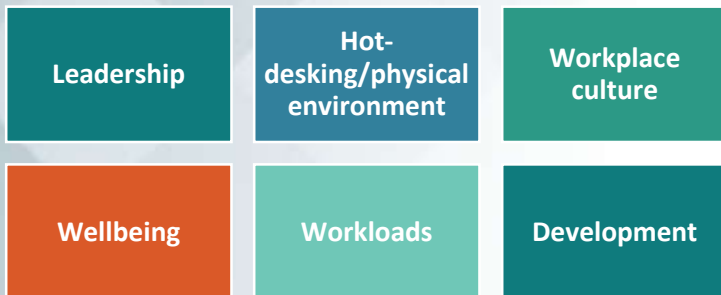
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to live - for whom nature has not to suggest

Insights from the survey findings

- Very strong positive perception that we're a diverse & inclusive workplace
- Around three quarters of respondents feel encouraged to provide their perspective, and to share their views and opinions
- Six top themes from free text responses:



The breadth & depth of feedback received highlighted the extent to which D&I affects every one of us in a multitude of ways.



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Te Aroha - the wisdom comes from out to us

A low-angle, upward-looking photograph of a large, mature tree with a dense canopy of bright green leaves. The sun is positioned in the upper left quadrant, creating a strong lens flare and illuminating the scene. The tree's trunk and branches are dark and gnarled, contrasting with the vibrant foliage. The background shows a clear blue sky and a distant, hazy horizon line.

What actions are we taking?

D&I Strategy Goal One: Demonstrate inclusive leadership

Continue working on:

- Having D&I as a core component of the leadership and management programme being developed

New actions:

- Affirm MfE's commitment to D&I by sharing a statement and expectations from ELT
- Run unconscious bias training for managers, with a focus on recruitment



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D&I Strategy Goal Two: Harness diversity of thinking

Continue working on:

- Our recruitment approach, including targeted strategies for hard to fill roles
- Support our employee networks to have an active voice and a structure that enables influence and action

New actions:

- Set diversity targets
- Investigate new recruitment approaches to increase diversity
- Engage with external networks and organisations to ensure best practice



D&I Strategy Goal Three: Create an inclusive culture

Continue working on:

- Work toward getting the Rainbow Tick Accreditation
- Develop and embed our Te Ao Māori Strategy

New actions:

- Proactive training and/or support that can be provided to enhance wellbeing
- Develop an awareness and education approach to build our baseline diversity & inclusion capability



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Māori: He Taiao



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D&I Strategy Goal Four: Embed org practices that make the most of our diverse talents

Continue working on:

- Ongoing review of all HR policies and practices
- Being an early adopter of sector-wide D&I initiatives such as the 'flexible by default' pilot

New actions:

- Establish Health, Safety & Wellbeing role to increase our focus on this area
- Review our current policy & approach to hot-desking and clarify and/or update agreed practices



Lessons learned

1. Don't underestimate the effort required to do a D&I survey well
2. Be inclusive: get the right people involved from the start, and have a clear business owner
3. Commit to sharing & acting on the findings
4. Link your action plans back to your D&I Strategy



Small group discussion: Doing a D&I Survey in your agency

1. What would the benefits and challenges be to doing a D&I survey in your agency?
2. What would you need to get right? Who would you need to involve?
3. What are the first steps to take?



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Te Aotearoa - he aotearoa tāwhiri hua o te tangata

Main takeaways

1. D&I surveys offer lots of benefits for individuals and organisations
2. If you're going to do a D&I Survey – do it well:
 1. Involve a wide range of perspectives in your survey design
 2. Incorporate a breadth of questions
 3. Be transparent about what you learn
 4. Develop a clear action plan for addressing the findings



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