



DIVERSITY AND INCLUSION SYSTEM STOCKTAKE OVERVIEW OF RESULTS

BOTTOM LINE

Each agency has their own context and so needs to determine where to start their D&I journey.

The fundamental elements that should be in place a year after committing to D&I are:

- CE statement of commitment
- Identification of priorities and a D&I strategy
- Clear objectives for the D&I strategy
- An action plan to close the gender pay gap
- Involvement of your people to help achieve your D&I outcomes
- Measurements that tell you how you are tracking in D&I
- Communication with your staff and stakeholders about your D&I strategy and progress towards achieving your objectives

THE WAY FORWARD

ELEMENTS	LEVERS	KEY MESSAGES
LEADERSHIP COMMITMENT setting the course	<ul style="list-style-type: none"> • Statement • Framework • Strategy • Policy • Objectives 	<p>CE commitment is reflected in resources and settings relevant to the agency context</p> <ul style="list-style-type: none"> • CE Statement on the intranet is important • Where does D&I sit? (People or Business strategy?) • How is your agency approaching D&I (e.g. prioritising recruitment of people from diverse groups, engaging with union representatives) • Your position on key elements (e.g. D&I is a key element of strategic workforce planning) • Be clear on priorities you want to achieve & by when
CAPACITY teaming up	<ul style="list-style-type: none"> • Leadership oversight • Resourcing • Employee networks 	<p>Be clear on who is responsible for delivering</p> <ul style="list-style-type: none"> • D&I merits leadership team priority & attention • Champions or sponsors can help achieve buy-in • Union engagement is expected and will help going forward • Confirm team responsibilities - not just HR • Partner with employees and their reps - they can show the way • Keep working with other agencies
ACTION making change happen	<ul style="list-style-type: none"> • Workforce planning • Applying a diversity & inclusion lens • All of the employment relationship • Recruitment • Capability-building • Gender Pay Gaps • Wider diversity 	<p>Build from where you are today</p> <ul style="list-style-type: none"> • Incorporate D&I perspectives into existing settings and people practices • Think and act broadly • Good employer responsibilities start before you recruit & extend beyond the exit interview • Ensure practices minimise bias and maximise diverse representation • All staff need skills in responding to diversity (cultural capability) • GPG action plans are implemented • Find ways to connect and support system level work
COMMUNICATION telling our story	<ul style="list-style-type: none"> • Internal channels • Celebrate success • Share good practice 	<p>The conversation is the relationship</p> <ul style="list-style-type: none"> • Share your plan with your employees • Share your D&I corporate reporting & Agency Profile • Get messages out via the net, blogs, staff stories • Celebrate D&I events e.g. Pink Shirt Day & Te Reo week • Good news stories increase inclusion • Enter awards to shine a light – Diversity Works (closes 11 May) • Minimise duplication by sharing and teaming up with partner agencies
LEARNING continuous improvement	<ul style="list-style-type: none"> • Measure • Evaluate • Review • Plan 	<p>Keep adapting and learning the way forward</p> <ul style="list-style-type: none"> • New standards & guidance are coming • Simple indicators work e.g. track diverse employees' retention & progression (just 36% do this now) • Be adaptive. Keep checking progress & refining plans • Continuous improvement means keeping a learning mindset

TOP LINE - WHERE WE WANT TO BE

Great practice of D&I means having a wholly inclusive organisation that is fully representative of the diverse communities it serves, where D&I is core to the business and integrated into the way things are done.

Agencies will have:

- A committed leadership that role models inclusive practices
- Diverse representation at all levels of the organisation
- Visibility of closing the gender pay gap
- D&I goals that are incorporated into talent management
- A focus on people from diverse groups through recruitment, development, retention and progression
- Policies that are reflected in the way people behave
- Policies and practices that provide for flexibility and an inclusive and safe working environment
- An inclusive environment for all employees
- Visible measures of progress in D&I
- Capability building programmes are inclusive of all ethnicities and genders
- A reputation as a good employer and promoter of D&I practice