



GREAT PRACTICE OUR AGENCY CAN AIM FOR

INITIATIVE	KEY ELEMENTS	WHAT IS OF INTEREST
Early in Careers	<p>Treasury launched a ground breaking EIC approach</p> <ul style="list-style-type: none"> • 2013 onwards • Ethnicities • School and university outreach • CV anonymisation • Community involvement • Annual workshops with graduate analysts 	<p>Treasury received Diversity Works commendation in the 2016 Diversity Awards for this programme. They have seen a huge shift in ethnic representation of graduate analysts employed at the Treasury, from 100% identifying as NZ European in 2007 to 20% Maori, 15% Asian and 5% Pasifika in 2017.</p>
Tupu Tai Pasifika Internship Programme	<p>Ministry of Business, Innovation & Employment launched a successful Internship Programme</p> <ul style="list-style-type: none"> • 2015 onwards • Cross-government internship • Pipeline for future graduate recruits • Extensive networking and advertising • Adaptation of recruitment processes • Pasifika women focus 	<p>Ministry of Business, Innovation & Employment has created a marked increase in the representation of Pasifika graduate recruits through their Tupu Tai Pasifika Internship Programme. In 2017, 18 interns are working in nine different agencies. 60% of these are women.</p>
Inclusion of the LGBTQI+ community	<p>NZ Defence Force established world-leading initiative</p> <ul style="list-style-type: none"> • 2012 onwards • Different sexualities and gender identities • Uniform and civilian • OverWatch group • Training and education • NATO+ Working Group 	<p>NZ Defence Force is highlighted as a success story on Diversity Works website for this initiative. Support for the LGBTQI+ employees has increased and been normalised. Next steps are to define how to provide ongoing support.</p>
Recruitment and retention	<p>NZ Police increased female representation</p> <ul style="list-style-type: none"> • 2014 onwards • Women's Advisory Network in every police district • Governance framework • Mentoring and buddy programmes • Leadership forums • Targeted recruitment campaign and marketing strategies 	<p>NZ Police was the supreme winner of the Diversity Works 2016 Diversity Awards for this initiative. They saw a 12% increase in the recruitment of women over a three-year period as well as significant increases in promotion of female staff.</p>
Flexible work practices	<p>Ministry for Culture & Heritage increased staff satisfaction</p> <ul style="list-style-type: none"> • Informal arrangements • Role modelling from CEO • Positive outcome in 2017 staff engagement survey • Inclusive • Work/life balance while maintaining effective work outputs 	<p>Ministry for Culture and Heritage employ good flexible work practices that has resulted in increased staff satisfaction. They see flexible work as central to staff wellbeing and to creating an inclusive environment.</p>