



## 36 agencies completed the D & I System Stocktake Survey

We wanted to get a snapshot of how agencies are building diverse and inclusive workplaces. We asked them to tell us about: • types of initiatives • policies and strategies • monitoring and reporting. We grouped the responses into three areas:



### Organisational settings

policies, strategies, governance and leadership



### Initiatives

recruitment, networks and activities to support D & I in the workplace



### Data

collecting, monitoring and reporting to help agencies achieve their D & I objectives



## Agencies told us ...

- 83% have a range of D & I initiatives
- 97% have a Flexible Work Policy
- 67% have unconscious bias training available
- 86% provide opportunities for staff to develop understanding and use of Māori culture, language and practices
- 69% have a D & I strategy/work plan
- 58% have a programme to build cultural competency
- 56% measure employee perceptions of inclusion in the workplace
- 100% have a formal process to review and address the gender pay gap
- 64% have strategies to attract a diverse range of new people

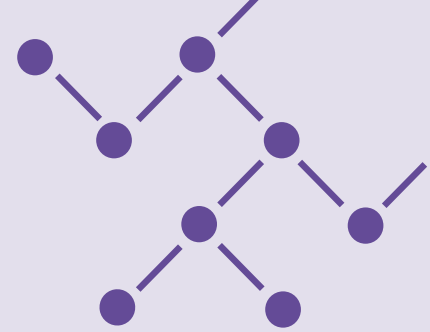


“To become **a truly inclusive organisation** means our people and customers feel valued, see themselves reflected in our process, people, values and behaviours and know their voice will be heard and respected.” (Inland Revenue)

“Diversity & inclusion **strengthens** us as individuals and as an organisation.” (The Treasury)

## Agencies rated a wide range of **benefits** from diversity and inclusion...

- Diversity of thought
- Improved organisational culture
- Higher staff engagement
- Better outcomes for customers
- Equity/fairness
- Better able to attract talent
- Improved innovation and creativity
- Employee health and wellbeing
- Improved problem solving
- Lower staff turnover
- Improved productivity



Asian Staff Network

Pasifika Network

Women's Network

Family/  
Flexi Work Group

Disability Network

**83%**  
of agencies have network groups that support D & I

Waiata Group

Māori Staff Network

LGBTQI+ or Rainbow Network

Diversity Network/  
Group

"An **inclusive culture** is fundamental to ensuring our diverse workforce can develop and thrive."

(Ministry of Justice)

"We want our customers to **identify** with us, **feel** connected to and **trust** us as an organisation." (ACC)



**97%** of agencies celebrate D & I events throughout the year

 Māori Language Week  International Women's Day

 Suffrage Day  Pasifika Language Week  Sign Language Week

 Mental Health Awareness Week  Pride Parade

 Chinese New Year  Matariki  Diwali



"Our **diverse workforce** ensures we have the right people, at the right time, doing the right thing for our clients and our communities." (Ministry of Social Development)

He ngakau titikaha, he hononga tangata  
Promoting a confident and connected culture.  
(Ministry for Culture and Heritage)

"Our State Services must reflect the communities we serve. We know that increasing our diversity leads to **more innovation and productivity**, which leads to delivering better services and outcomes for New Zealanders." (State Services Commission)

For more information about what's happening with diversity and inclusion, please email [diversity.inclusion@ssc.govt.nz](mailto:diversity.inclusion@ssc.govt.nz)