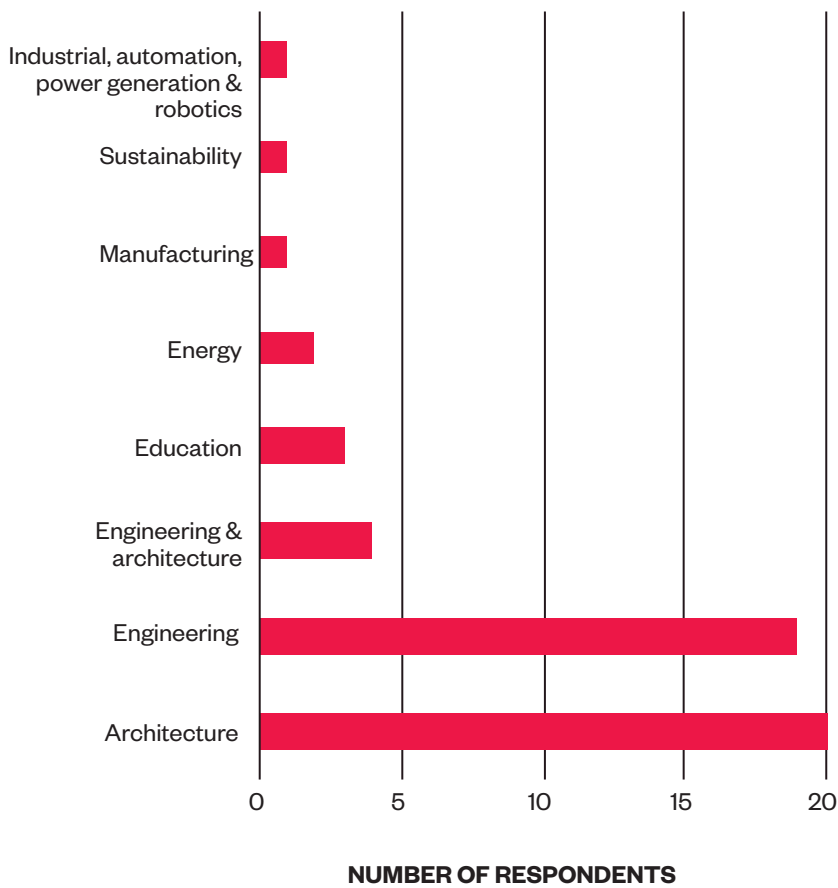
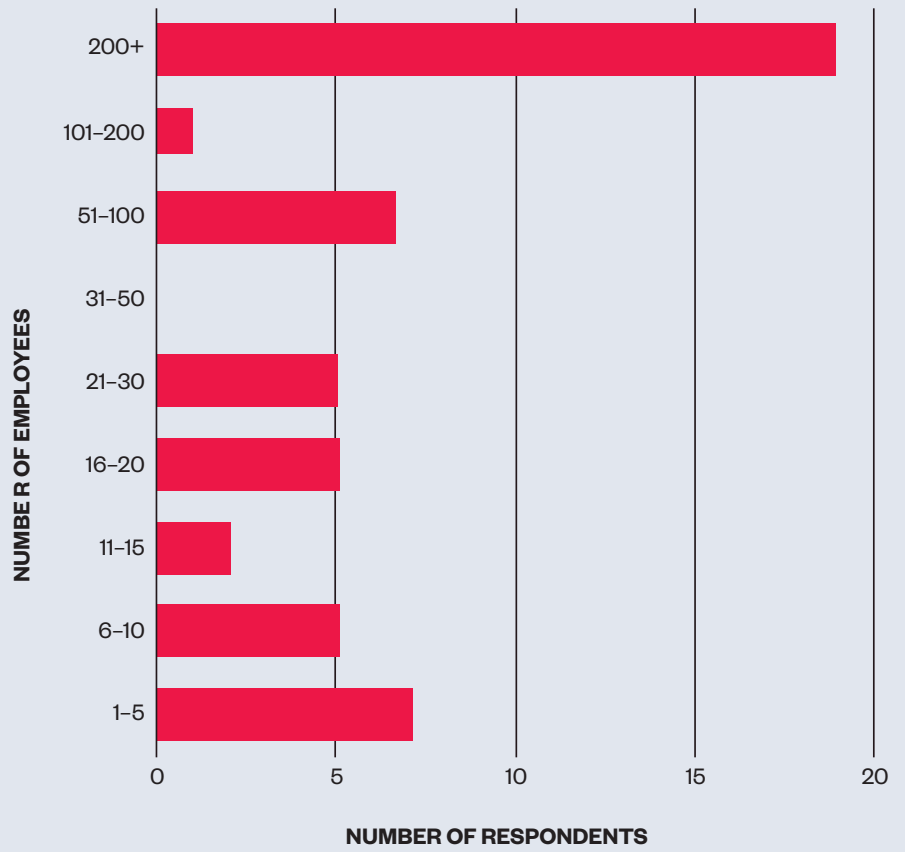


**THE  
DIVERSITY  
AGENDA.**

**INSIGHTS 2019**

**It's impossible to truly know if we're all making positive change within engineering and architecture without data. So every year we survey our members to find out their employees' make-up. 51 organisations responded in 2019, so read on to discover where we are as professions and what more needs to done.**

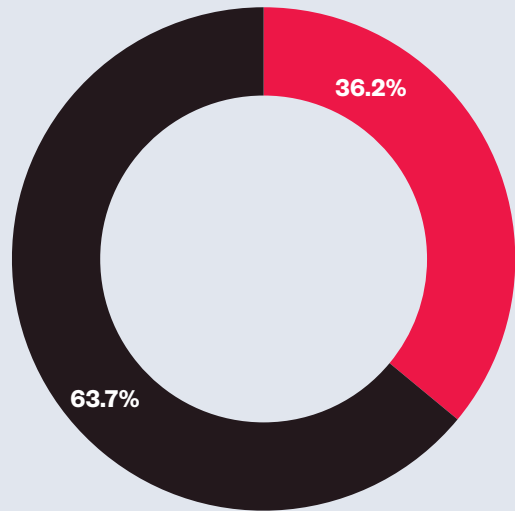
# NUMBER OF EMPLOYEES.



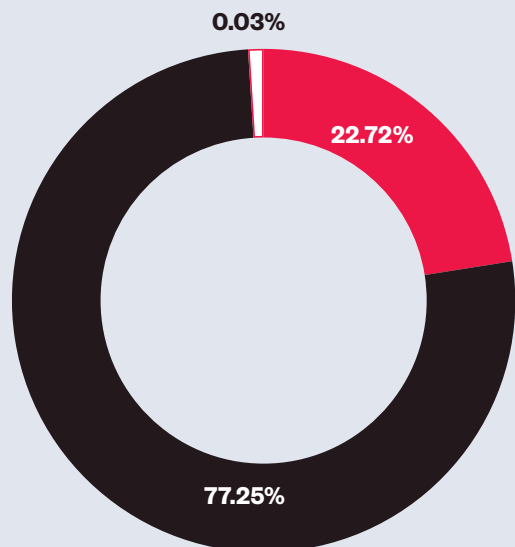
**FIELD OF WORK.**

**EMPLOYEES WITH  
ENGINEERING OR  
ARCHITECTURE  
QUALIFICATIONS.**

**Architecture**

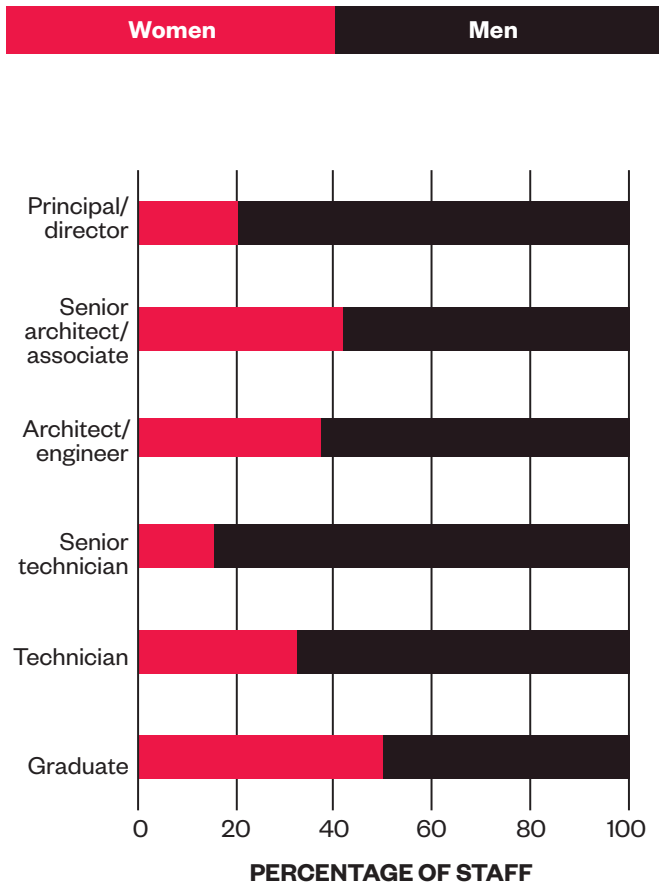


**Engineering**

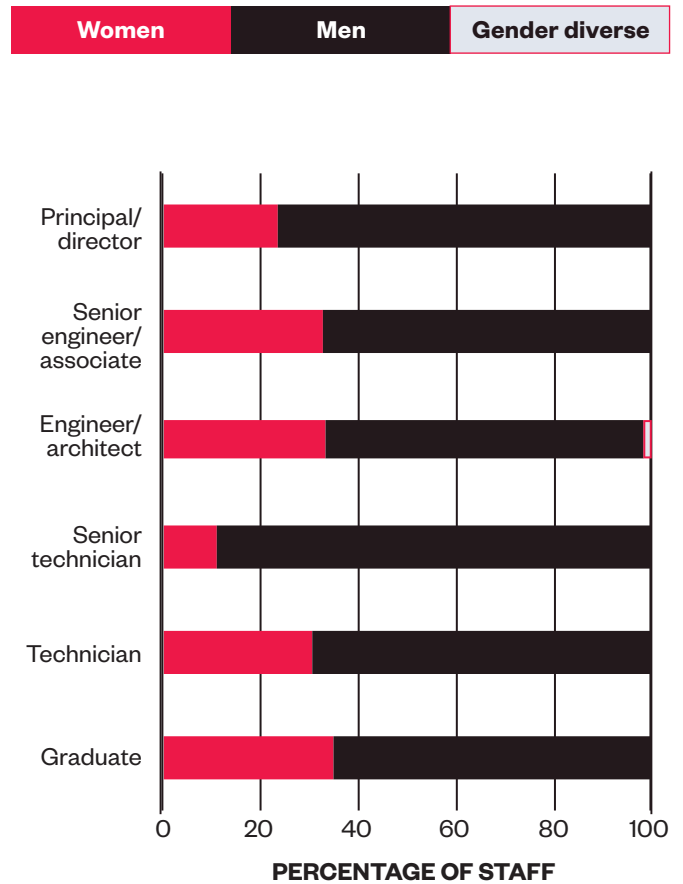


# EMPLOYEES' CAREER STAGE.

## Architecture



## Engineering



### Architecture

**29%** in leadership roles are female

**71%** in leadership roles are male

**0%** in leadership roles are gender diverse

### Engineering

**17%** in leadership roles are female

**83%** in leadership roles are male

**0%** in leadership roles are gender diverse



**LEADERSHIP ROLES.**



## CAREER BREAKS.

### Architecture

**7%** of female employees  
**0.3%** of male employees  
**0%** of gender diverse employees

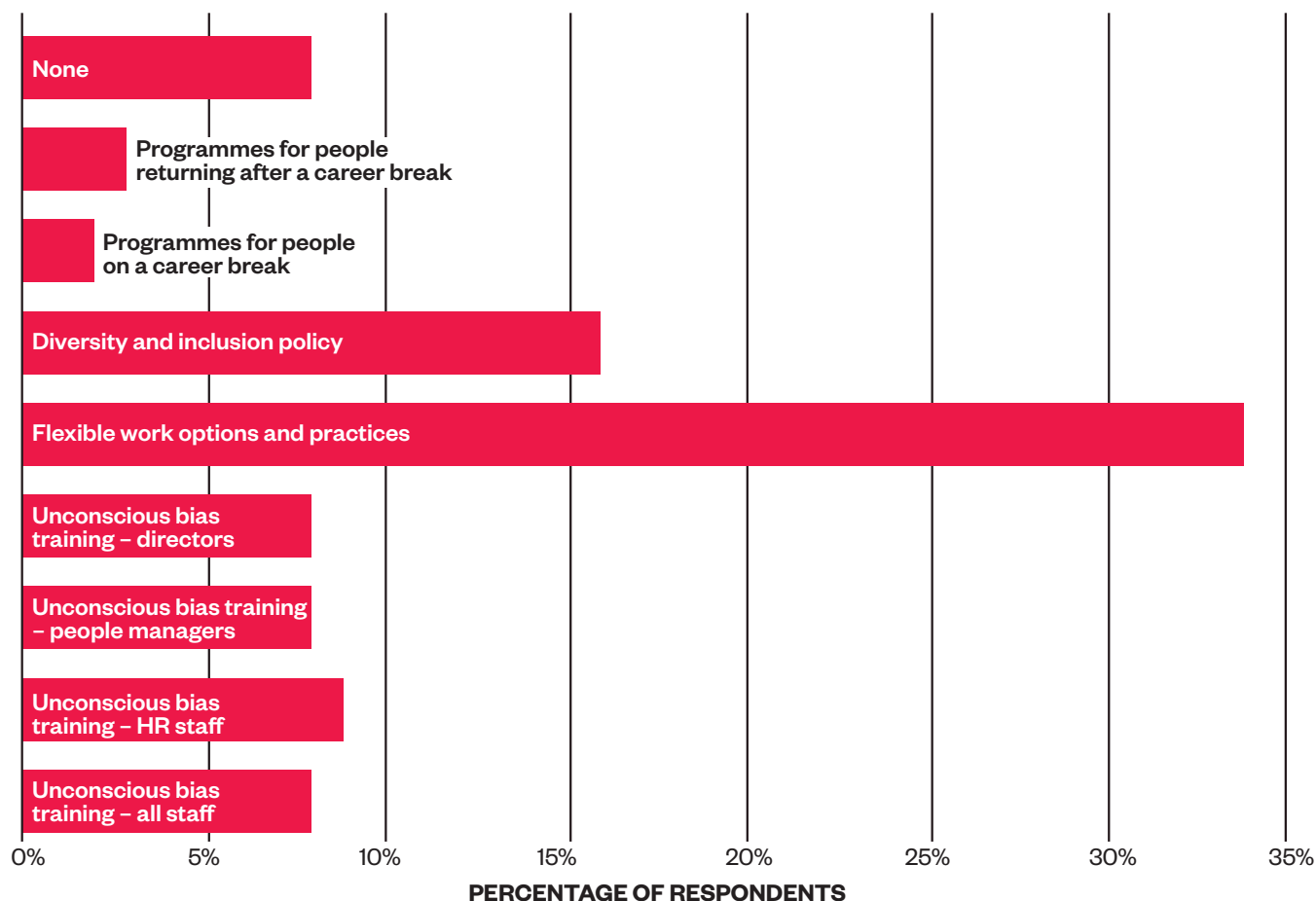
WERE ON A CAREER BREAK

### Engineering

**11%** of female employees  
**0.5%** of male employees  
**0%** of gender diverse employees

WERE ON A CAREER BREAK

## TAKING ACTION TO SUPPORT DIVERSITY.



**Architecture**  
(Principal/principal consultant/director)

**20%** **80%**  
women men

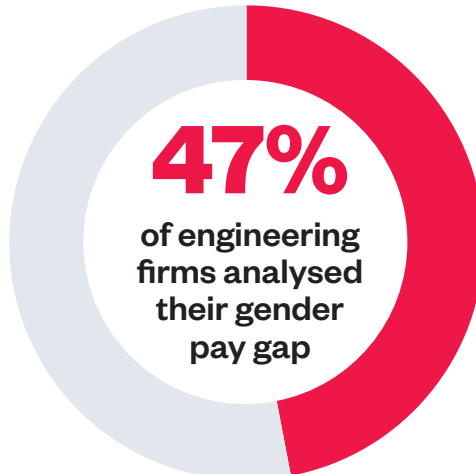
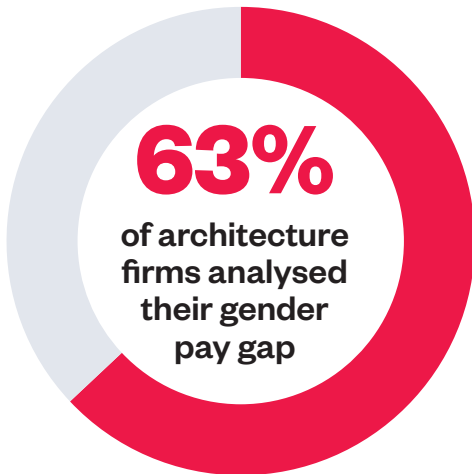
**Engineering**  
(Principal/principal consultant/director)

**24%** **76%** **0%**  
women men gender diverse



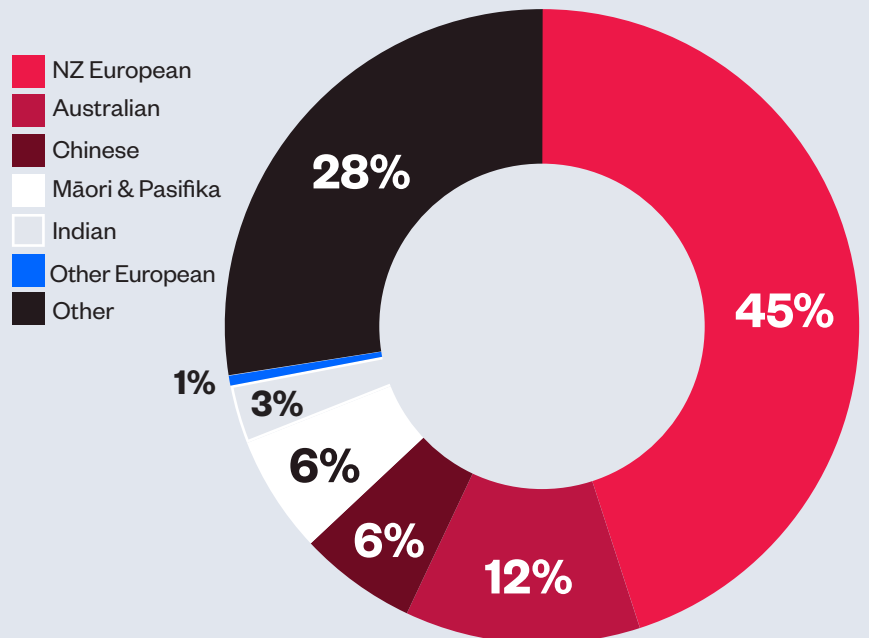
**GENDER  
[IM]BALANCE.**

**ANALYSING THE GENDER PAY GAP.**



**12.6%**  
was the average gender pay gap (for those that identified females as the lowest earner)

**ETHNIC  
MAKEUP.**



**A**  
**THE DIVERSITY AGENDA.**



Te Kāhui  
Whaihangā  
New Zealand  
Institute of  
Architects



association of  
consulting and  
engineering

**Diversity Agenda**  
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