

**WE HELP DESIGN  
AND CREATE  
THE FUTURE  
OF AOTEAROA.**

**OUR PROFESSIONS  
INCLUDE EVERYONE,  
SO THE WORLD  
WE SHAPE IS AS  
DIVERSE AND  
INSPIRING AS  
THE PEOPLE IN IT.**



## HOW WE'LL GET THERE

**UNDERSTAND OUR WORKFORCE  
AND CREATE PATHWAYS FOR  
PARTICIPATION AND GROWTH.**

- Understand the makeup of our workforce and where we need to be, to be truly diverse.
- Create pathways to uplift and grow participation of Māori, Pacific peoples, women+ and under-represented groups.
- Make a difference socially, environmentally and economically.

**CREATE EQUITABLE  
AND INCLUSIVE CULTURES  
WHERE EVERYBODY THRIVES.**

- Understand what our people need to feel included and create spaces built on safety and trust.
- Increase participation of Māori, Pacific peoples, women+ and other under-represented groups in leadership positions and develop our cultural competence.
- Provide equal pay for equal work.

**BUILD A NETWORK OF  
CHAMPIONS ADVOCATING  
FOR DIVERSITY AND INCLUSION.**

- We're role models of inclusion and expect it of everyone we interact and work with.
- Champion diversity and inclusion and grow our movement.
- Work together as one team, to make our industries more diverse and inclusive for our people.

## WE'LL KNOW WE'RE MAKING PROGRESS WHEN...

**CREATE DIVERSE AND  
INCLUSIVE ORGANISATIONS,  
SETTING ENGINEERING AND  
ARCHITECTURE FIRMS UP  
FOR SUCCESS.**

1. All firms have a diversity and inclusion strategy and goals to help achieve Diversity Agenda strategy.
2. All firms have taken action to develop their cultural competence in Te Ao Māori.
3. We have built relationships in the education sector to inspire Māori, Pacific peoples, women+ and under-represented groups to see a future in our professions.
4. We attract and retain talent by embedding diversity and inclusion best practice in everything we do.
5. We close the gender pay equity gap – all firms have a plan in place to close gender pay equity gap +-1%
6. We champion the cause and grow the movement – 20% increase in Diversity Accord signatories.