



# **DIVERSITY AGENDA ACCORD**

## **MAKE THE COMMITMENT**

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We've done a lot at the Diversity Agenda, but we all need to do more to drive real industry wide behavioural change. The Diversity Agenda Accord is the next step and a key tool to achieving this change, with the personal responsibility from CEs and business owners to be held publicly accountable for achieving truly diverse engineering and architecture professions.

### **OUR COMMITMENT**

#### **ENGINEERS AND ARCHITECTS CREATE THE WORLD AROUND US.**

Our work is behind every major human advancement since the beginning of time, and makes people's lives better, healthier, and more connected. We want engineers and architects to represent everyone, so the world they create is as diverse and inspiring as the people in it. That's why we're committed to making our industries in New Zealand inclusive for all.

Whether in the front line or a supporting role, everyone has the right to feel they belong – where they are safe, supported and valued - anything less will not reflect the communities we support.

#### **LEADERS AND DECISION MAKERS ARE LEADING THE WAY.**

- Awareness counts: we measure so we know how we are progressing.
- Behaviour matters: inclusion is at the centre of how we think, what we say and all we do.
- Courage catalyses: no one can be a bystander.

#### **OUR PEOPLE INFLUENCE OUR DECISIONS AND DEVELOPMENTS.**

- We create opportunities for our people to be involved in how we plan, design and take action.
- We actively seek our people's input to shape what they need to belong.
- We implement changes that positively impact on all our people.

- We encourage creative and diverse thinking to help us and our industry embrace the changing world.

## WE EXPECT FAIR AND INCLUSIVE TREATMENT FOR AND FROM EVERYONE, INCLUDING ALL ORGANISATIONS WE WORK WITH.

- We will close the gap on pay equity.
- We have zero tolerance for harassment and bullying and will respond swiftly and appropriately to any allegation.
- We uncover and eliminate barriers to diversity and inclusion in our systems, practices, and processes.
- We make sure our people feel safe in all places they work.

## HOW WE'LL GET THERE.

### 1. 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.

### 2. 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

### 3. 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.

## WHO CAN MAKE THE COMMITMENT?

Engineering and architecture organisations, and those that work within these professions, are welcome to commit as a signatory.

By signing up, each organisation is agreeing to the declaration and commitments set out in the [Diversity Agenda Accord](#). This document captures the actions to address the following Accord tenets:

- Leaders and decision makers are leading the way.
- Our people influence our decisions and developments.
- We expect fair and inclusive treatment for and from everyone, including all organisations we work with.

# WHAT ARE YOUR COMMITMENTS?

**Signatories are required to** supply annual data on the following key metrics, to demonstrate an understanding of the diversity within their organisation.

*(NOTE: you do not need to supply the employee data at sign up, we will request this later. Please just tell us how you will adhere to the 3 tenets)*

- The percentage of women employees
- The percentage of women in leadership roles
- The percentage of gender diverse employees
- The percentage of gender diverse in leadership roles
- The percentage of gender pay equity gap
- The percentage of gender pay gap
- The percentage of self-identified LGBTQI+ employees
- The percentage of self-identified LGBTQI+ in leadership roles
- The percentage of self-identified Māori employees
- The percentage of self-identified Māori in leadership roles
- The percentage of self-identified Pacific people employees
- The percentage of self-identified Pacific people in leadership roles

Signatories may also pick additional metrics to measure and report on. Suggested metrics include but are not limited to:

- The percentages of other ethnicities (self-identified)
- The percentage of identified disabled employees
- Improvement in staff satisfaction for inclusion shown through internal employee survey

**Signatories are required to** complete a diversity and inclusion strategy to align with one the six success measures set by the Diversity Agenda in the [2025 strategy](#). You can align any current DEI strategy you have with the template, which we share annually. We provide a space in the members only area to share the strategies to support others and share your commitment.

The Diversity Agenda, and fellow Accord signatories have the right to remove signatory status if it is felt an organisation is not living up to the committed actions.

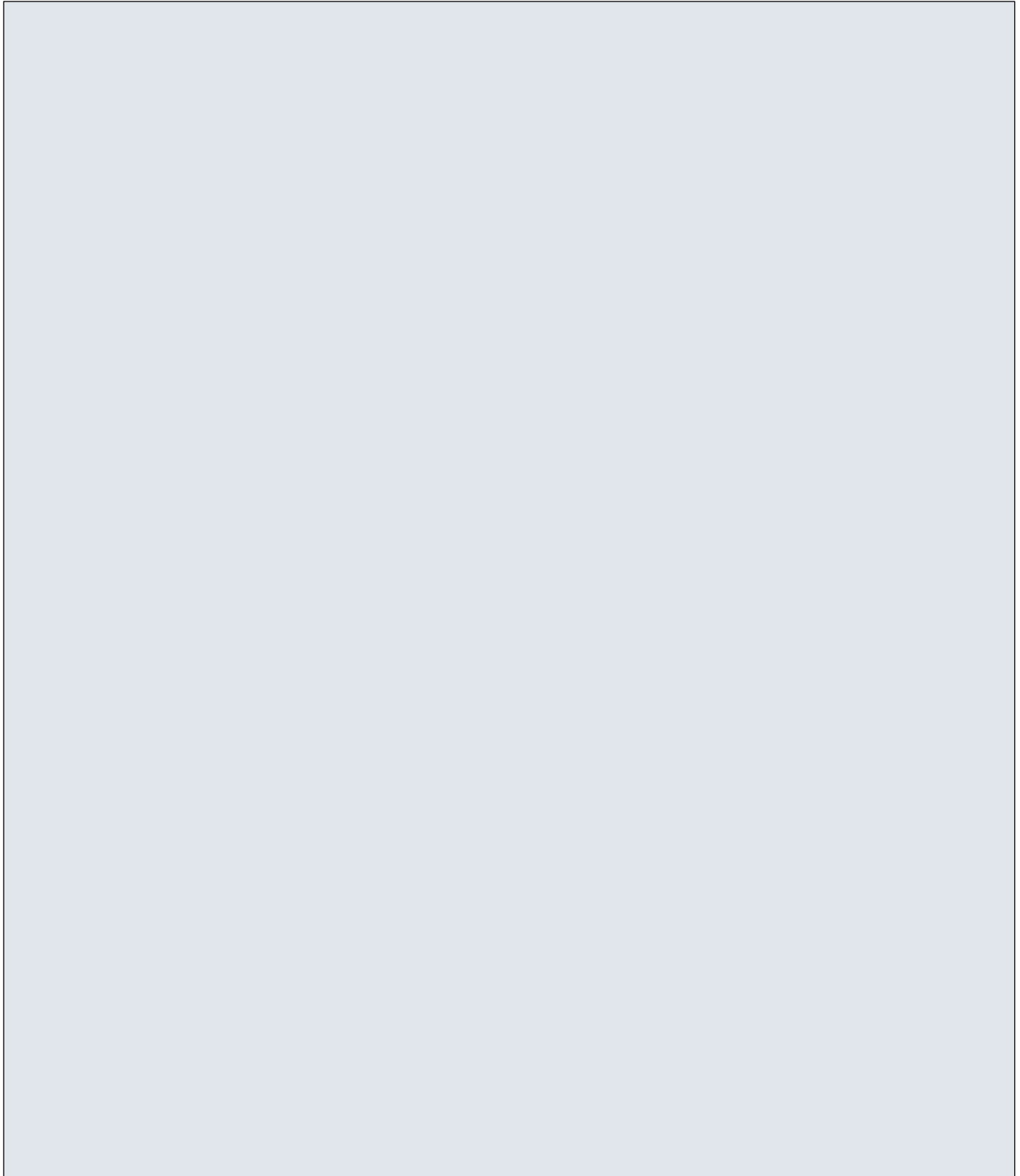
All reports will be kept by the Diversity Agenda team. The results from individual organisations will be kept private, with amalgamated anonymous results published.

# YOUR ACTIONS

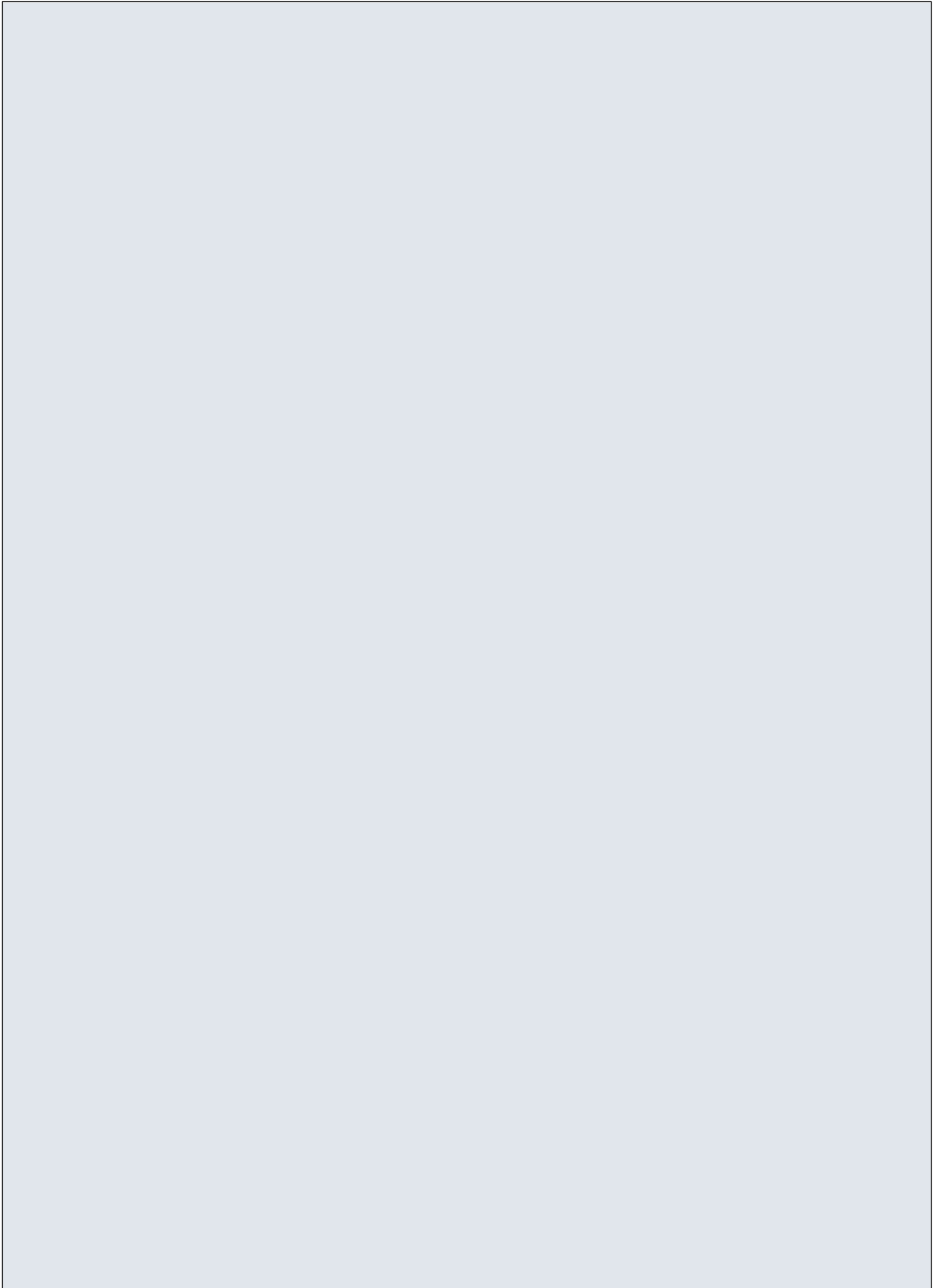
You will use the following answers as benchmarks to reflect and report on at the annual Accord Summit.

Tell us what actions you'll take to address **Accord tenet 1**:

**Leaders and decision makers are leading the way.**

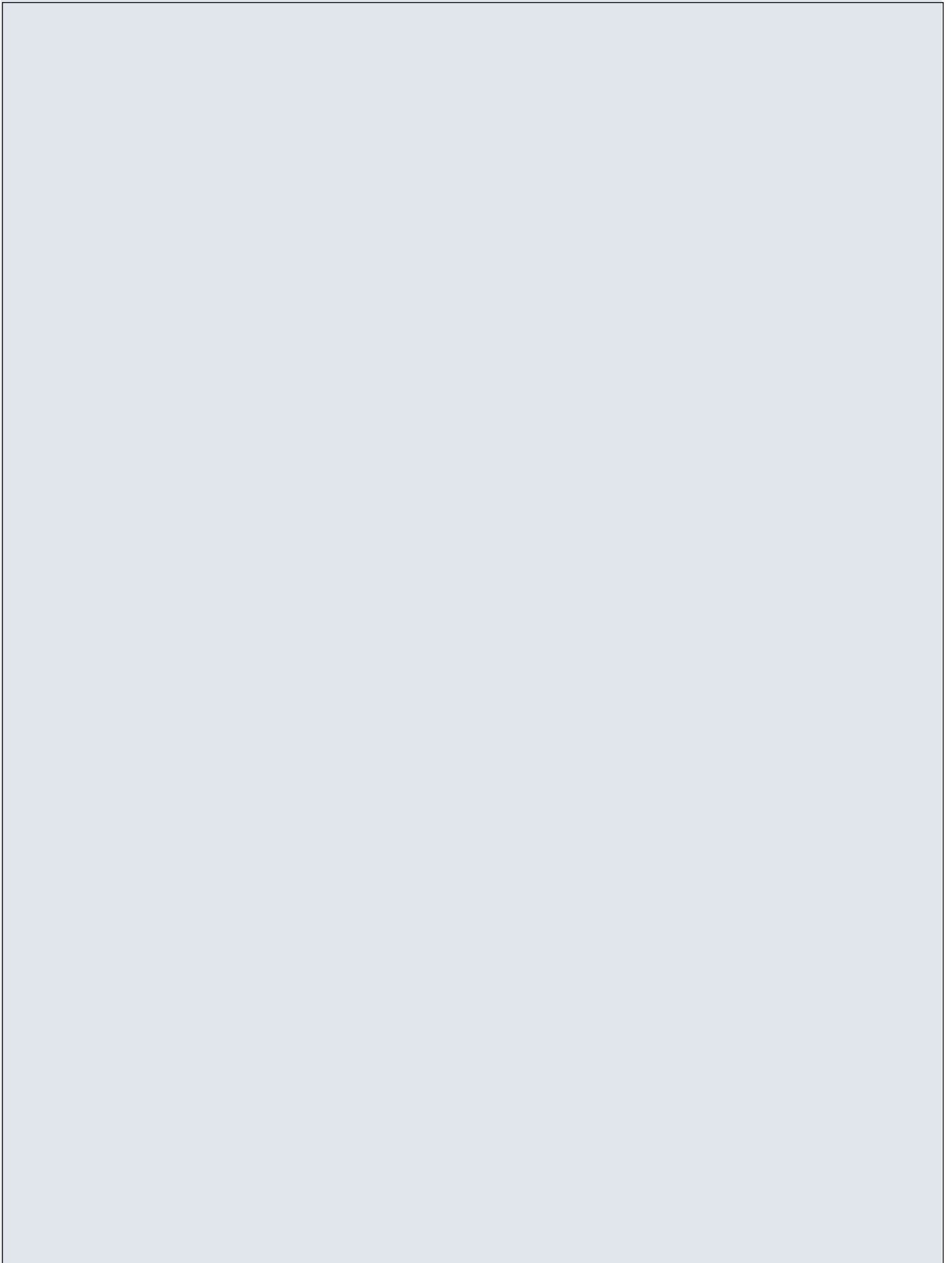


Tell us what actions you'll take to address **Accord tenet 2:**  
**Our people influence our decisions and developments.**



Tell us what actions you'll take to address **Accord tenet 3**:

**We expect fair and inclusive treatment for and from everyone, including all organisations we work with.**



# YOUR ORGANISATION DETAILS

## Chief executive/business owner (The senior representative signing the Accord)

Name

Job title

Phone  Email

## Marketing contact (The person who will liaise on promotion of the Accord and your firms' commitment)

Name

Job title

Phone  Email

## Diversity, Equity, and Inclusion lead (The person who can represent your company at DE&I meetings)

Name

Job title

Phone  Email

## Invoicing contact

Name

Job title

Phone  Email

# DECLARATION

I declare my organisation will uphold the principles of the Diversity Agenda Accord.

Signature

Name