# How We’ll Get There

## Understand Our Workforce and Create Pathways for Participation and Growth
- Understanding 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 people, 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 grown our movement
- Work together as on team, to make our industries more diverse and inclusive of our people

## We’ll Know We’re Making Progress When...

### Create Diverse and Inclusive Organisations, Setting Engineering and Architecture Firms Up for Success
- **DEI strategy:** All members have a diversity and inclusion strategy in place.
- **Cultural Competence in Te Ao Māori:** All firms have taken action to develop cultural competence in Te Ao Māori.
- **Gender Pay Equity:** Narrow the gender pay equity gap to within +/- 1%.
- **40:40:20 by 2030:** 40% women, 40% men and 20% of any gender identity in senior leadership roles by 2030
- **Grow the movement:** Increase Accord signatories by 20%