

**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.**



**THE
DIVERSITY
AGENDA.**

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%

OUR STRATEGY