We developed pragmatic activities to strengthen our diversity and inclusion understanding for the next year.

|  |  |
| --- | --- |
| Key focus area | Actions |
| Supporting our people to thrive | Encourage staff to share their cultural calendar celebration. |
| The diversity champions in each office connect informally with new starters to understand them as a person, their interests and background. |
| Capture the lessons learnt from the connections with new starts to improve our recruitment and retention practices. |
| Ensure offices and social events encompass and allow for different dietary requirements, a range of cuisines, not always alcohol focused etc, and timed not to disadvantage part-time staff. |
| Cultural Māori competency training for new consultant starts and administration staff. |
| Targeted DEI&I training such as Diversity Works webinars for new Diversity Committee members. This will help them better understand what equity and inclusion mean and provide particle insights. |
| Activities to raise awareness | Socialise our revised Diversity Programme at staff meetings to ground truth it and gain feedback. |
| Develop programme to raise awareness of equity in the workplace. |
| Greater visual presence of our diversity actions internally and externally. |
| Set up interactive short quizzes for people to understand individual’s diversity stories – employee spotlight. |
| Improving our practices | Ensure we have male and female in our interview processes to strengthen equity practices, consistent with our recruitment guidelines. |
| Provide an update on the programme progress to the Managers’ meetings. |
| Review the Diversity Policy about celebrating national days not being mandatory. |
| Prepare a Terms of Reference for the Diversity Committee as part of standardising the committees. It will cover roles and responsibilities and lead. |
| Ensure a fair and equitable process is used for work promotions. Use the competency framework to ensure a transparent process. |