

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.
	Identify suitable cultural competency training for the Australian consultants.
	Cultural Māori competency training for new consultant starts and administration staff.
Activities to raise awareness	Socialise our revised Diversity Programme at a staff meeting to ground truth it and gain feedback.
	Connect with our local communities with a social sustainability lens. Each office to determine their own initiative.
	Develop programme to raise awareness of equity in the workplace.
	Greater visual presence of our diversity actions internally and externally.
Improving our practices	Implement the lessons from the diversity training into the recruitment processes.
	Ensure we have male and female in our interview processes to strengthen equity practices, consistent with our recruitment guidelines.
	Each office has an initiative collectively to give back to their community.
	Provide an update on the programme progress to the Manager's meetings.
	Start collecting cultural statistics of our workforce to widen our diversity lens.
	Start collecting staff shareholding statistics of our workforce to widen our diversity lens.
	Review the Diversity Policy about celebrating national days not being mandatory.
	Prepare a Terms of Reference for the Diversity Group as part of standardising the committees. It will cover roles and responsibilities and lead.