



# Diversity & Inclusion Report

November 2023

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# Introduction from Mark Sowden

## Setting the scene

Thank you for taking the time to read our diversity and inclusion report, which encompasses our Papa Pounamu and Kia Toipoto initiatives.

Together with our Executive Leadership Team and people throughout our organisation, I am committed to fostering a Tatauranga Aotearoa Stats NZ where everyone can flourish.

As an organisation, we are working towards simplifying, modernising and reimagining all that we do. This includes embracing technological advancements, serving our communities of tomorrow, and nurturing our aspirations for a treaty-literate, bilingual public service.

Enriching the work that we do is The Way We Work, the principles that we work by at Stats NZ. We recognise ourselves as a passionate and diverse organisation, and we understand that way we work – such as being curious, putting people at the heart of what we do and bringing the outside in - is pivotal to our growth and adaptability.

While these are our core values, we acknowledge that there is still work to do, with progress to be made in areas such as gender and ethnic pay gaps. We understand that we are not alone in this, and it is our commitment to be the change we wish to see. We believe that the root of these pay gaps lies in unconscious bias. By broadening our perception of the skills and experience necessary for the work we do about and for Aotearoa, we are confident that we can do better work while growing and retaining our people.

This report serves to provide an overview of Stats NZ's diversity landscape and offers insights into the measures we are implementing to foster inclusion.

Ngā mihi nui  
Mark Sowden  
Tumu Whakarae | Government Statistician and Chief Executive



# Pay Gaps

# Pay Gaps

Pay gaps are calculated by comparing two numbers; the average salaries of those who have identified as part of the group (e.g. females) and the average salaries of everyone else who has declared a gender or an ethnicity.

Overall, at Stats NZ, the average annual pay of males is higher than that of females.

Within all ethnicity groupings reviewed, the average annual pay of males is higher than that of females.

Our three groups with the lowest average pay are Pacific females, MELAA females, and Asian females (we recognise the limitations of the MELAA grouping), with Pacific females being significantly lower at an average annual pay of \$79,582.

The data we currently have relating to our disabled people and our Rainbow community is limited. We will consider how we can continue to improve this data over the next 12 months.

The average pay and pay gaps don't provide us with all the necessary data to understand the full story. The following slides in this report will provide more in depth understanding of what is driving Stats NZ pay gaps.

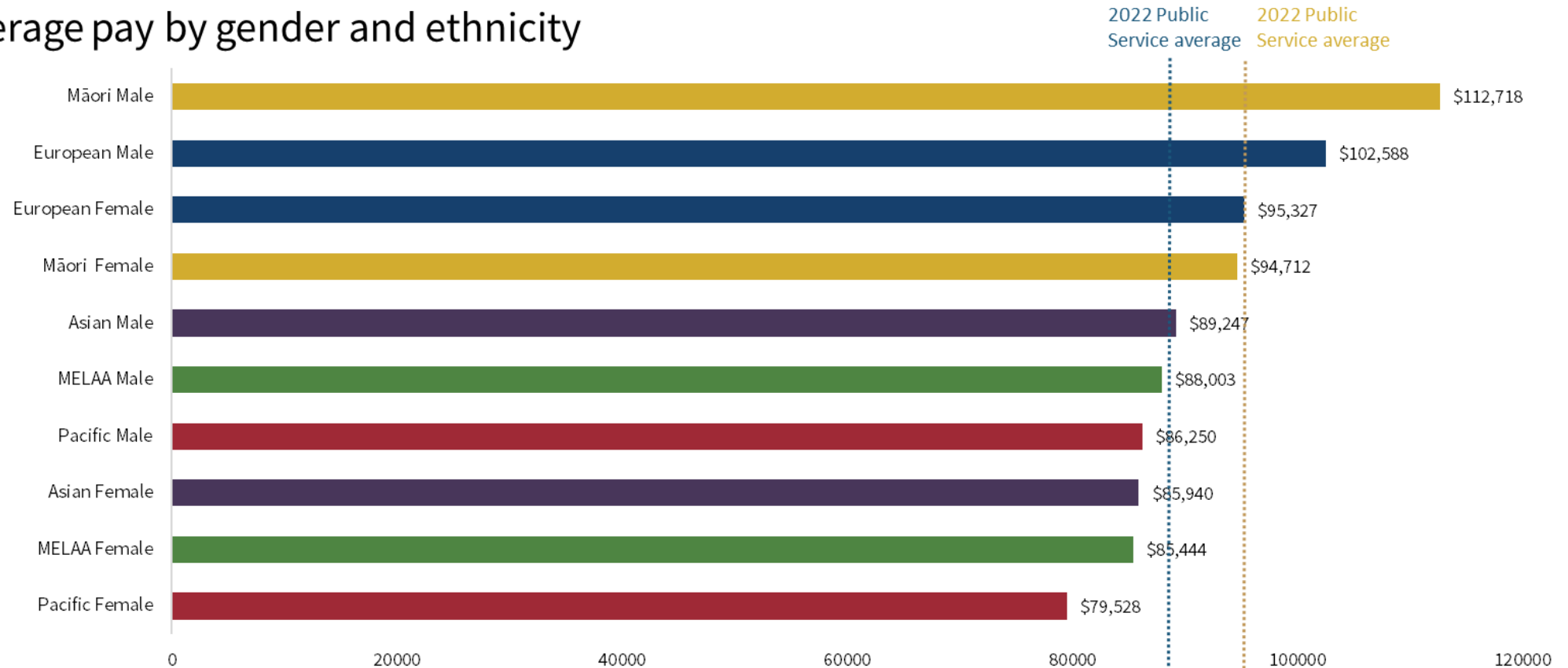


# Stats NZ Organisational Gender Pay Gap (GPG)

## Pay Gaps

The organisational wide gender pay gap is driven by representation the high proportion of women at lower paying roles (for example, technicians, administrators, coordinators and data collection specialists.) We have reviewed our gender pay gaps within pay levels too, to understand our like-for-like pay gaps, and generally there are very small or no pay gaps within levels.

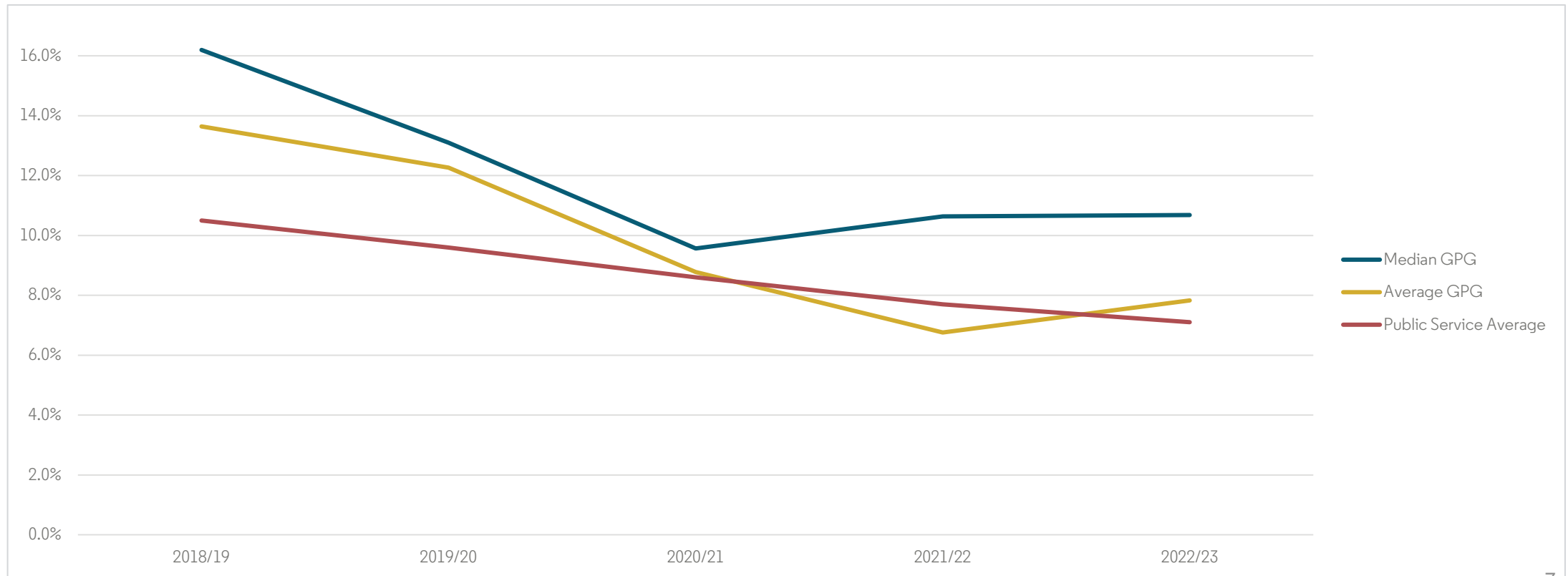
### Average pay by gender and ethnicity



# Stats NZ Organisational Gender Pay Gap (GPG)

## Pay Gaps

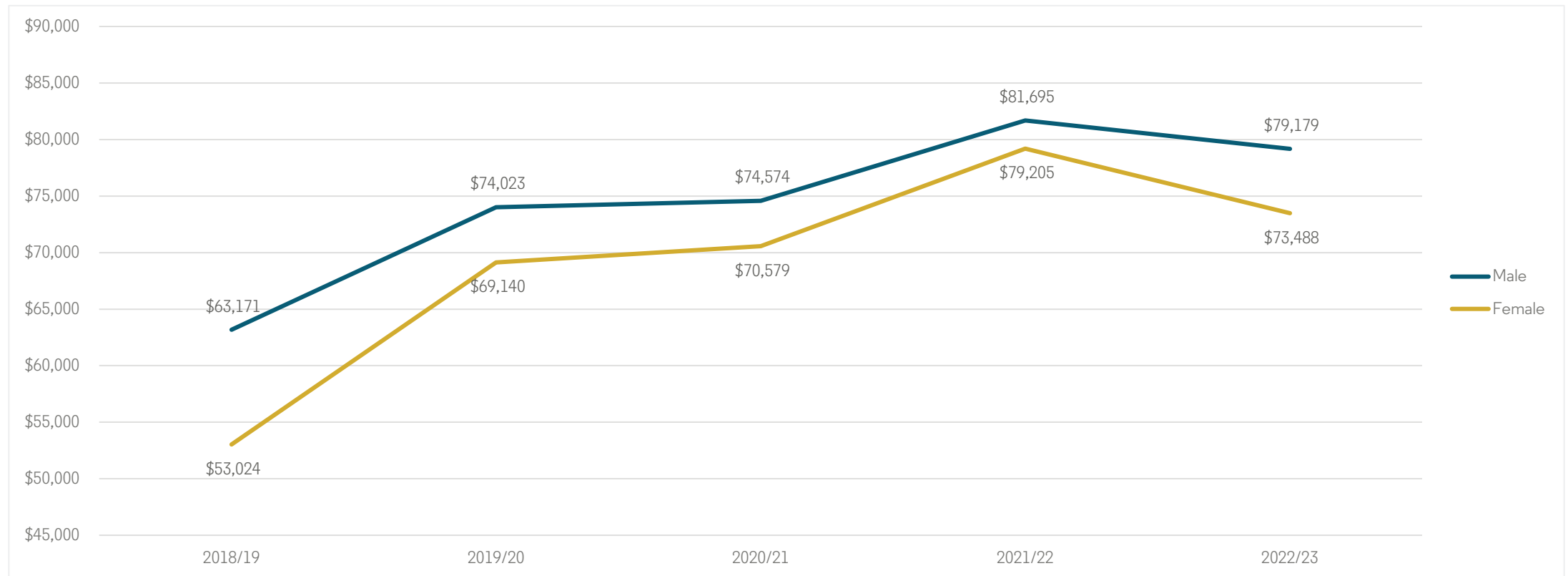
Our Gender Pay Gap (calculated using median) at the time of publishing this report is 8.62%. This is a decrease of 7.58 percentage points since 2018/19 and an increase of 0.82 percentage points since June. Although there is an overall downward trend, there is an uptick in the last 18 months. This increase aligns with an increase of recruitment in our Collections Operations (in line with Census) lower paid roles, which are primarily occupied by women. The figures in the graph are taken as at the end of the financial year listed.



# Average Starting Salaries by Gender

## Pay Gaps

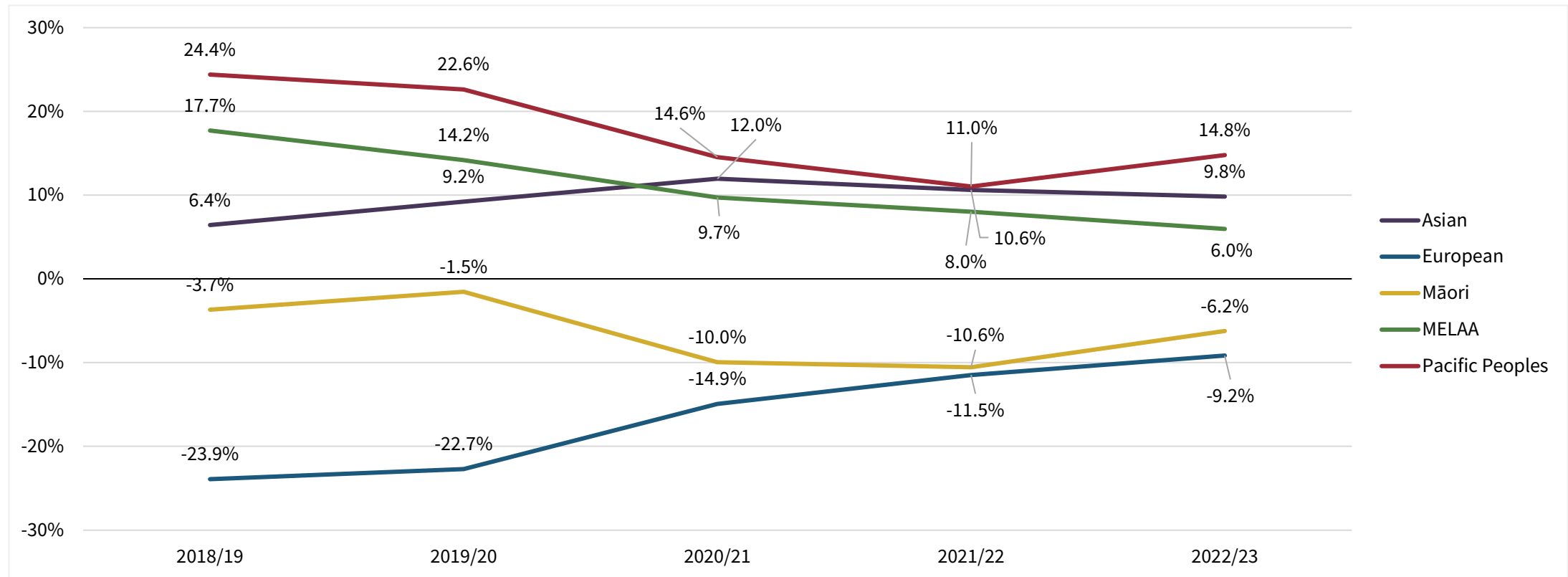
We've observed that on average, males are starting on higher salaries than females. As noted previously, this is not related to like-for-like inequality but instead a result of vertical segregation in the organisation where most of our female employees occupy our lowest paid roles.



# Stats NZ Organisational Ethnic Pay Gaps

## Pay Gaps

There is an overall trend for all groups moving toward 0%, meaning no pay gap. This is promising and our action planning should see this continue in the long term. Our Pacific People's pay gap reduced steadily from 2018/19, 13.4% in total, but increased by 3.8% percentage points from 2021/22 to 2022/23.

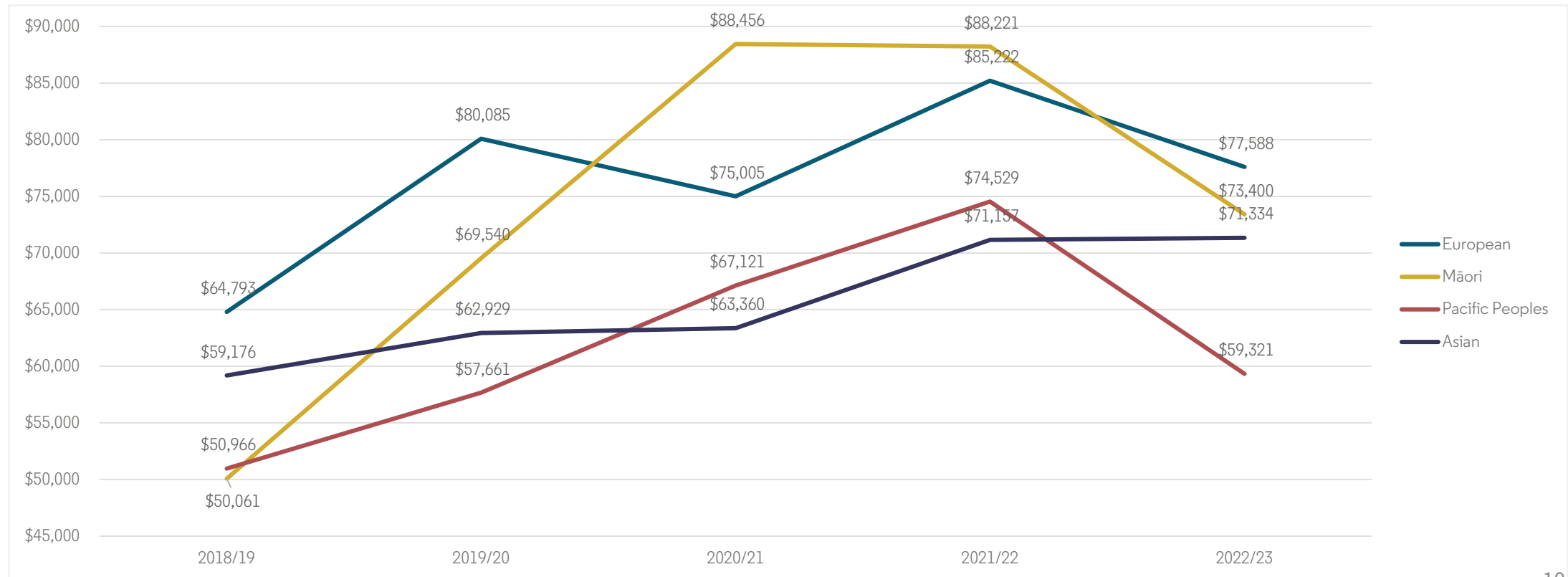


# Average Starting Salaries by Ethnicity

## Pay Gaps

We've observed that on average, people who identify as Pacific and Asian ethnicities are consistently starting on lower salaries than those who identify as European. While there is high Asian representation in the Technical/Specialist, Customer Service and Ops and Corporate job clusters, there is low representation in the Leadership job cluster, this could account for the lower average starting salary for that group.

Our largest business group is our Collection Operations, which contains the most roles in the lowest pay bands, and has higher Pacific People's representation, this could account for the lower average starting salary for that group. The decision to withhold MELAA data due to a small employee count reflects our dedication to preserving individual privacy while maintaining our commitment to diversity and inclusion initiatives.



# Representation

# Representation

Representation is important for diversity, equity and inclusion because for organisations to effectively serve their communities, it's crucial they understand the specific needs, concerns and aspirations of those communities. Communities are more likely to trust and engage with Tauranga Aotearoa Stats NZ if they believe we understand and reflect their experiences.

Diversity at leadership level is crucial for setting an inclusive culture, for bringing a broader range of perspectives to decision making and representing that progression within the organisation is not only possible, but equitable.

Demographic representation tells us about the make-up of our organisation. The graphs on pages 11-14 provide insights into the distribution across different areas of our organisation.

The drivers of our pay gaps relate to representation. This means that although Stats NZ has diversity across our organisation, our largest number of people, and highest female representation, occupy our lowest pay levels.

When working on initiatives for closing pay gaps, and actions for preventing them re-opening, we're thinking about the following:

## Recruitment

- Ensuring our whole process doesn't favour or disadvantage any groups
- Ensuring there is rigour in our sourcing and shortlisting processes
- Creating safe interview environments for people to thrive

## Progression

- Ensuring we identify career pathways, including non-linear pathways
- Ensuring people leaders and employees are well set up to create development plans
- Ensuring internal opportunities are offered equitably

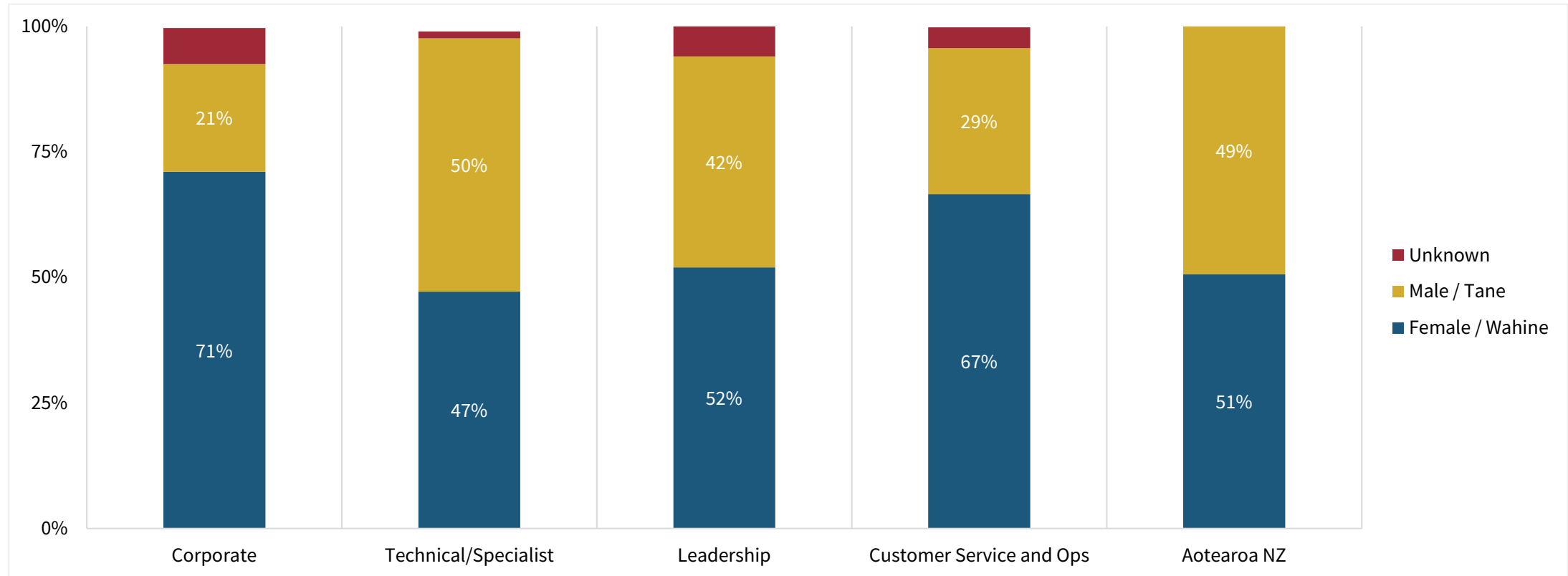
## Flexible working and leave

- Ensuring we normalise flexible and part-time work
- Reducing bias in the perception of career breaks
- Challenging negative perceptions of leave

# Gender make-up by job cluster

## Representation

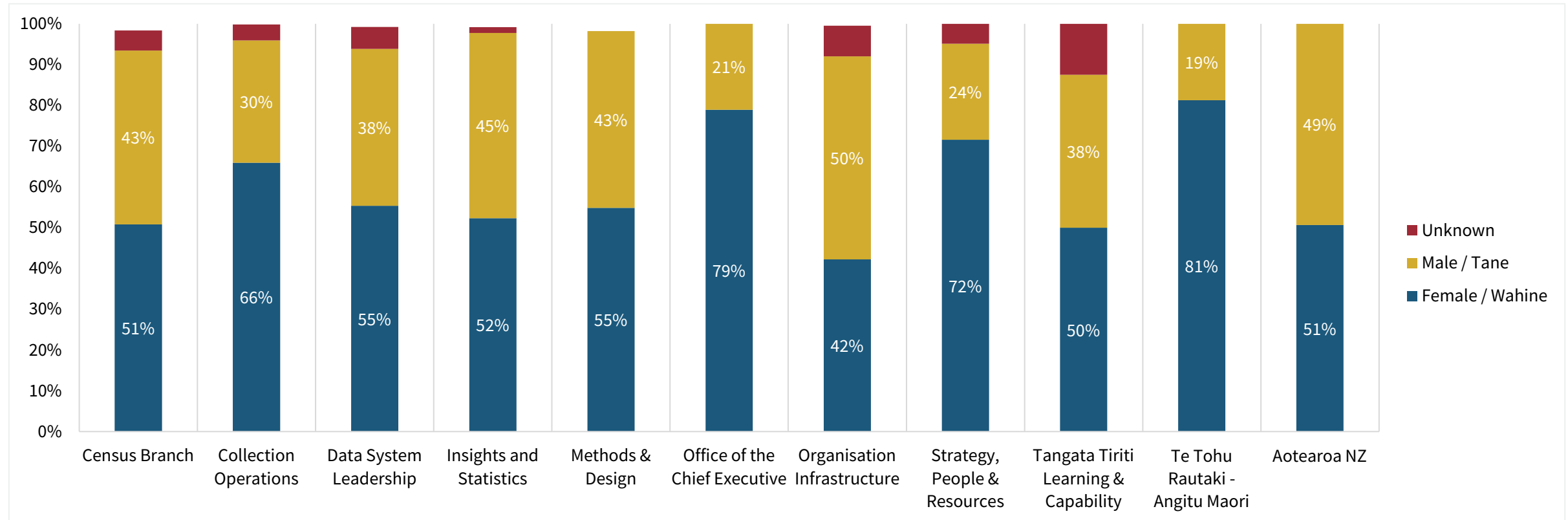
The population of Aotearoa NZ is 51% female, the public service is 64.3% female and Stats NZ is also majority female at 57.3%. Our technical/specialist roles made up of 47% female, we would need to raise this by 4 percentage points to be representative of Aotearoa NZ. *Please note there is not a 100% response rate, and some data is hidden due to privacy*



# Gender make-up by business group

## Representation

Our Organisational Infrastructure group, which contains our Technology Services and Procurement functions, is made up of 42% females. We would need to raise this by 9 percentage points to be representative of Aotearoa NZ, noting that this is a business group we are missing gender information for. *Please note there is not a 100% response rate, and some data is hidden due to privacy.*

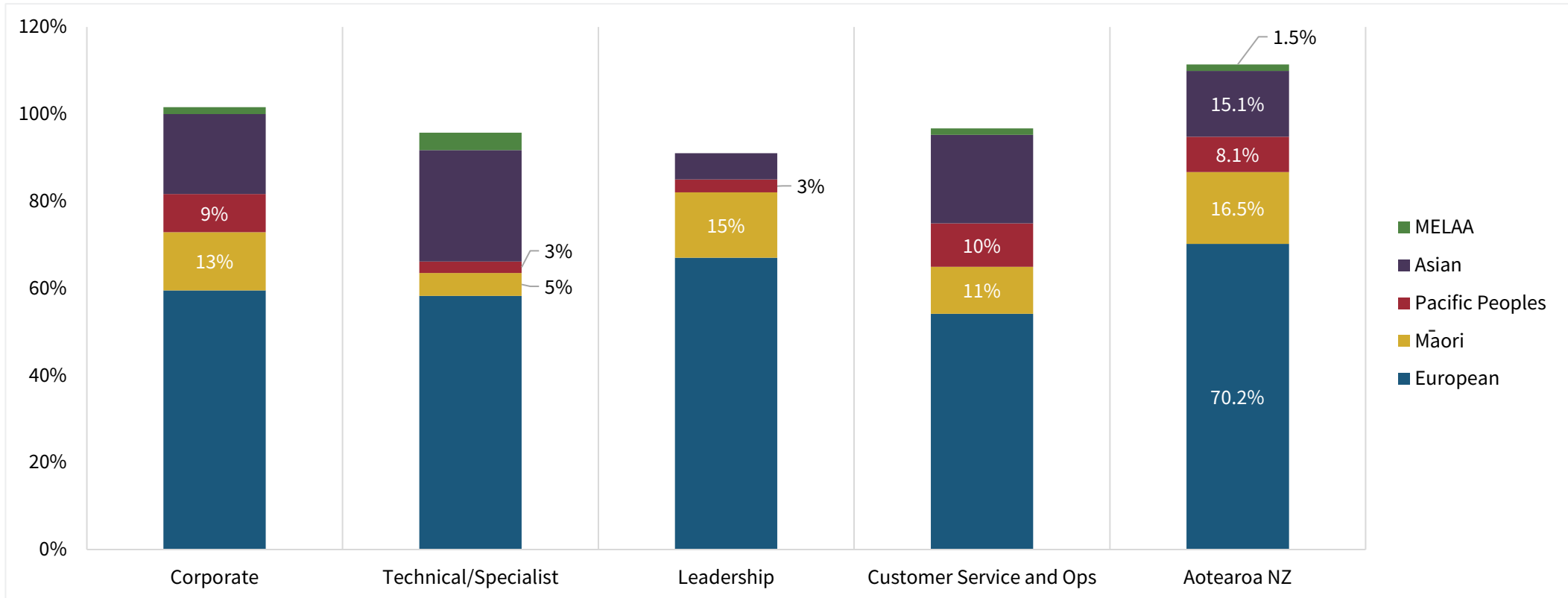


# Ethnic make-up by job cluster

## Representation

This graph demonstrates that there is 3% representation of Pacific Peoples in both the Technical/Specialist and Leadership job cluster. We would need to increase these 5 percentage points to reach 8%, which would be representative of Aotearoa NZ (Where a person reported more than one ethnic group, they were counted in each applicable group). There is also under representation of Māori in all job clusters, with the lowest being Technical/Specialist, at 5%.

*Please note there is not a 100% response rate, and some data is hidden due to privacy.*

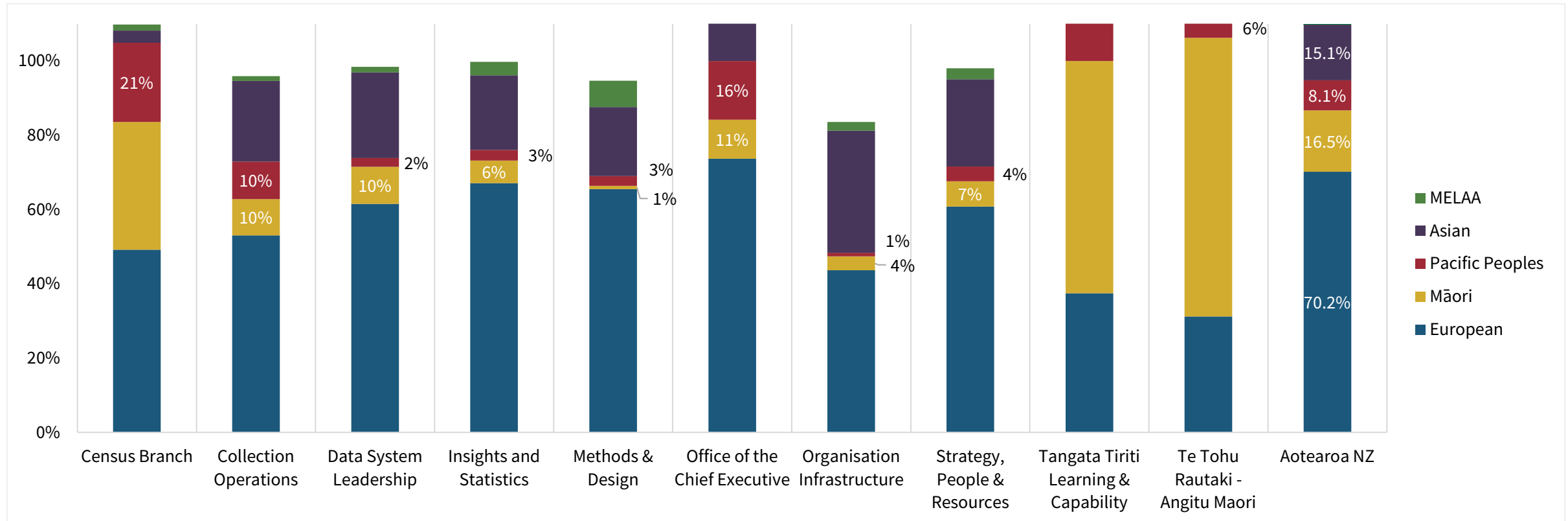


# Ethnic make-up by business group

## Representation

As we saw on the previous graph, there is lower Pacific Peoples and Māori representation in the Technical/Specialist roles. The business groups of Data System Leadership, Insights and Statistics, Methods and Design and Organisational Infrastructure are where most of the Technical/Specialist roles are based.

*Please note there is not a 100% response rate, and some data is hidden due to privacy.*

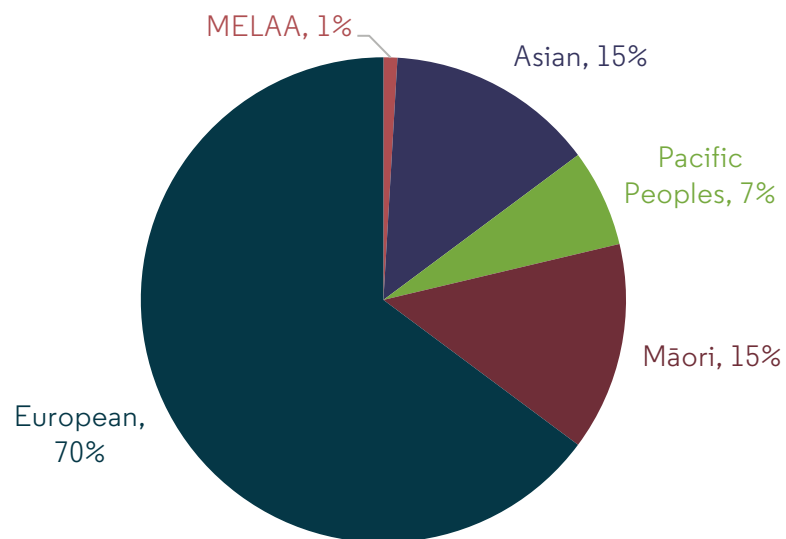


# Recruitment funnel

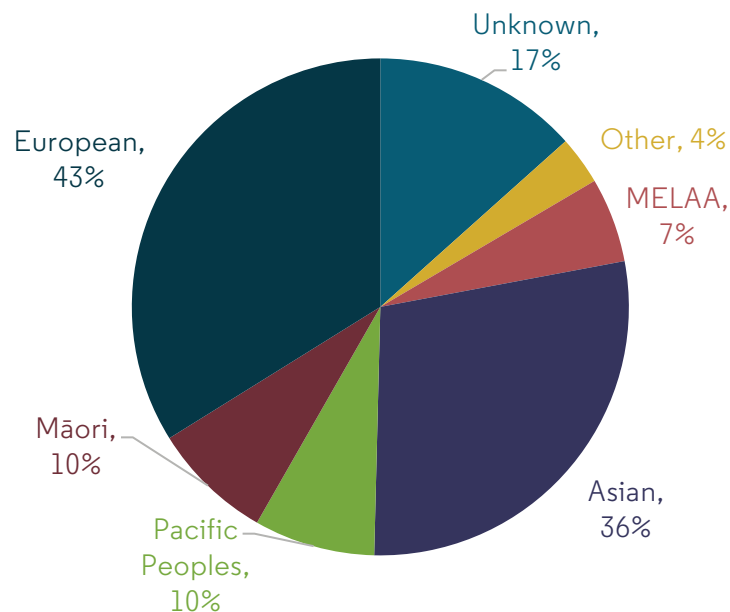
## Representation

This shows a comparison between ethnic demographics of working population of Aotearoa NZ (fig 1.), role applicants (fig 2.), and current employees (fig 3.). Where we are focused on attracting diverse groups to our organisation, using these figures through our recruitment is how we can track the success of those initiatives.

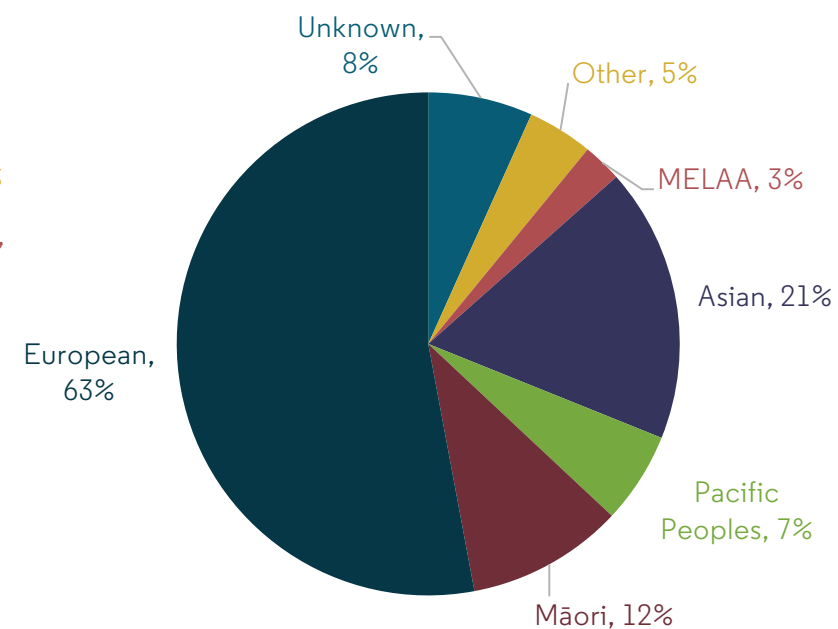
**FIG 1. AOTEAROA NZ WORKING POPULATION (2018 CENSUS)**



**FIG 2. ROLE APPLICANTS ETHNIC MAKE-UP Q3 2022/23**



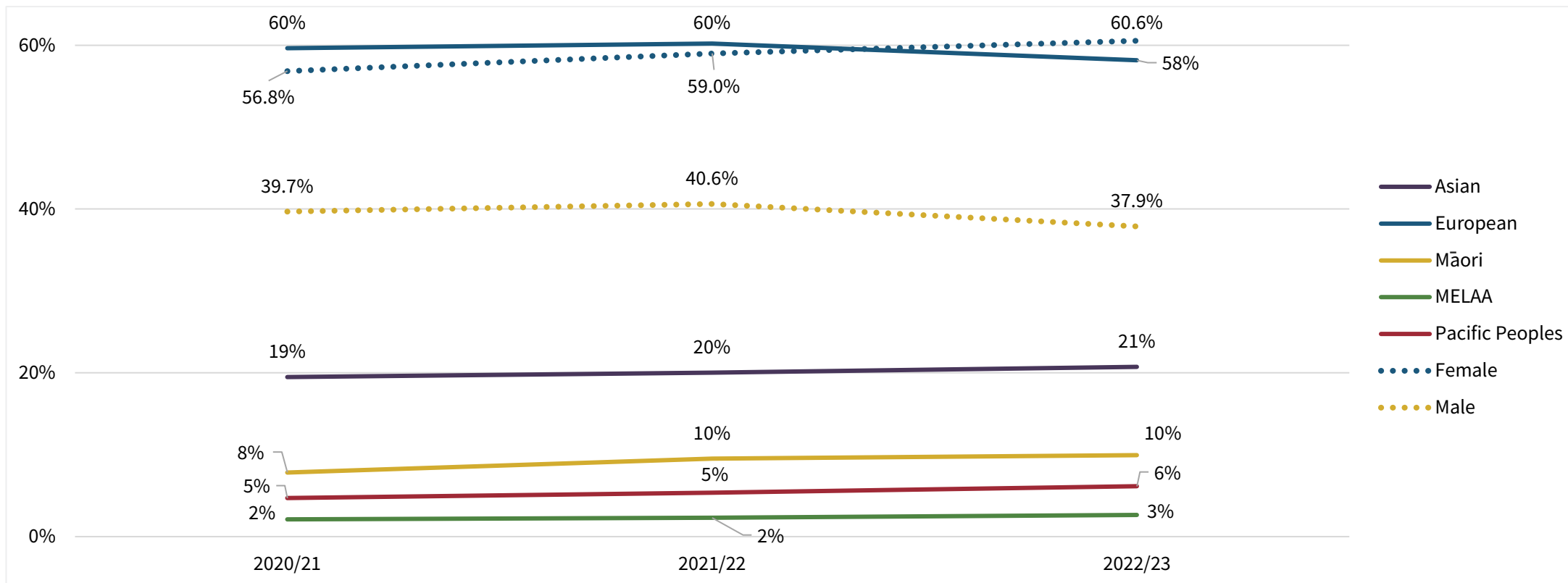
**FIG 3. CURRENT EMPLOYEES ETHNIC MAKE-UP Q3 2022/23**



# Measuring Progress

## Representation

All ethnicity groups have increased representation from 2020/21 to 2022/23 apart from European which has reduced to account for those increases. The number of males has decreased as the number of females has increased each year.



# More Diversity Demographics

## Representation

Data collected through the Te Taunaki Public Service Census in 2021.

### LANGUAGES SPOKEN

### INDICATIVE DISABILITY

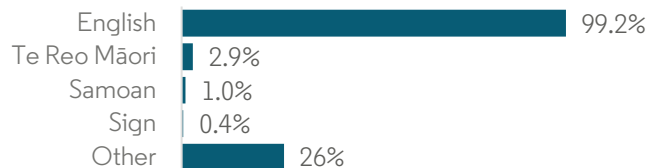
'Washington 6' questions covering - sight, hearing, movement, concentration, communication, self-care: 'lot of difficulty' or 'cannot do at all'

### INDICATIVE MENTAL HEALTH

Mental health conditions that have lasted for six months or more

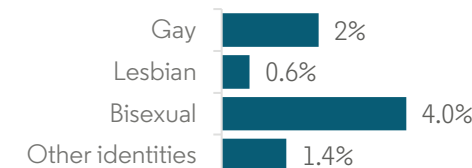
### SEXUAL IDENTITY

**STATS NZ**

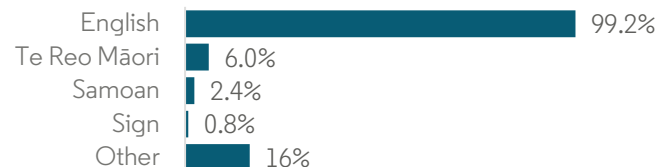


**4.0%**

**17.1%**

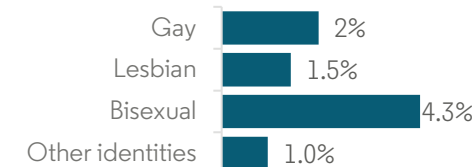


**ALL PUBLIC SERVICE**



**5.5%**

**17.9%**



# Kia Toipoto Milesones & Recommended Actions

Kia Toipoto is a comprehensive set of actions to help close gender, Māori, Pacific and ethnic pay gaps in the Public Service.

Launched in November 2021, Kia Toipoto, the Public Service pay gaps action plan 2021–2024, has 3 goals, which are to:

- make substantial progress towards closing gender, Māori, Pacific, and ethnic pay gaps
- accelerate progress for wāhine Māori, Pacific women, and women from ethnic communities
- create fairer workplaces for all, including disabled people and members of rainbow communities.

Kia Toipoto builds on the successful Public Service Gender Pay Gap Action Plan 2018–20 but goes wider than gender and extends to Crown entities. Kia Toipoto comes from the saying "Waiho i te toipoto, kua i te toiroa | let us be united, not wide apart." The name speaks to closing gaps and creating unity and fairness for all peoples.

By putting Kia Toipoto into action, agencies and Crown entities can achieve the expectations set out in the Public Service Act 2020 and the Government Workforce Policy Statement 2021. These require the Public Service to be a good employer and close gender and ethnic pay gaps.



KIA TOI POTO AREA	MILESTONE	STATS NZ PROGRESS	RECOMMENDED ACTION FOR 2024
<p>Ngā hua tōkeke mō te utu</p> <p>Equitable pay outcomes</p>	<p>By the end of 2022 entities ensure that starting salaries for the same or similar roles are not influenced by bias.</p>	<p>Our whole organisation transitioned to one pay grade structure in 2023 which now ensures the leaders recruiting for similar roles across Stats NZ are using the same grades/bands. Some other examples of rigour in our starting salary process:</p> <ul style="list-style-type: none"> <li>• The range is discussed with a recruitment advisor and final appointment approved by a People and Culture advisor.</li> <li>• A position in range dashboard is used during the recruitment briefing to establish a salary range that won't cause inequities.</li> <li>• Our job ads contain the salary range unless there is a very good reason not to.</li> <li>• All new roles are sized by a committee and approved by CPO.</li> </ul>	<p>Continue with the steps that are in place.</p>
	<p>Agencies monitor starting salaries and salaries for the same or similar roles to ensure gender and ethnic pay gaps do not reopen.</p>	<p>After conducting a comprehensive pay gap correction exercise in 2020 and implementing a pay grade structure the same year, Stats NZ transitioned to a unified organisation-wide pay grade in 2023. Following the completion of this transition, which included incorporating the negotiated 1 July increases, a thorough examination of the in-band pay gaps was conducted.</p>	<p>Starting salaries are consistently tracked as a routine part of our internal reporting.</p>
	<p>Pay equity processes are used to address claims and reduce the impact of occupational segregation.</p>	<p>There is one current claim Stats NZ is involved with, the Administration and Clerical claim.</p>	<p>Continue to provide information and monitoring as requested.</p>

KIA TOIPOTO AREA	MILESTONE	STATS NZ PROGRESS	RECOMMENDED ACTION FOR 2024
<p>Te taunoa o te mahi pīngore</p> <p>Flexible-work-by-default</p>	<p>By the end of 2023 agencies and entities offer equitable access to flexible-by-default working and it does not undermine career progression or pay.</p>	<p>At Stats NZ, we are committed to providing flexible working options and recognise there are many reasons why staff may want flexible work arrangements to support work-life balance. We support flexible working practices through our flexible working policy, our flexible working overseas policy and flexible working guide.</p>	<p>Continue with the steps that are in place.</p>
<p>Te whai kanohi i ngā taumata katoa</p> <p>Leadership and representation</p>	<p>By the end of April 2023 agencies/entities have plans and targets to improve gender and ethnic representation in their workforce and leadership.</p> <p>By the end of 2024 the public service workforce and leadership are substantially more representative of society.</p>	<p>See page 9-13 of this document.</p> <p>We are currently focused on gender and ethnicity representation. The public service is 64.3% female and Stats NZ is also majority female at 57.3%. We have at least 50% female representation across Stats NZ.</p> <p>Māori and Pacific Peoples are under-represented in the ‘technical/specialist’ and ‘leadership’ job clusters and some key business groups.</p> <p>While we have high representation of Asian people across the organisation, this isn’t mirrored in our leadership cohort.</p>	<p>Leadership and Representation Plan developed and presented to Executive Leadership</p> <p>In terms of gender, our next step is to grow our awareness and active inclusion of all genders. According to Te Taunaki data, 0.05% of Stats NZ identify best with ‘another or multiple genders.’</p> <p>For our kaimahi Māori we are focused on providing leadership development opportunities, including participation in emerging Māori leadership programme.</p>

KIA TOI POTO AREA	MILESTONE	STATS NZ PROGRESS	RECOMMENDED ACTION FOR 2024
<p>Te whakakore i te katoa o ngā momo whakatoihara, haukume anō hoki</p> <p>Eliminating all forms of bias and discrimination</p>	<p>By the end of 2023 entities have remuneration and HR systems, policies and practices designed to remove all forms of bias and discrimination.</p>	<p>In 2023 we have implemented a centralised recruitment function and initial screening is done by recruitment advisors. This allows for more consistent application of bias mitigation tools across the organisation.</p>	<p>Continue to follow the consistent approach to policies.</p> <p>Future work in our recruitment space includes the planned procurement of software that will perform first level blind screening of all applicants.</p> <p>Apply Treaty analysis and use Papa Pounamu priority areas as a framework for self-checking as we update policies and guidance.</p>
	<p>Agencies embed and monitor the impact of bias-free HR and remuneration policies and practices.</p>	<p>Our ELT receive representation and pay gap data to review as part of our organisation health reporting.</p>	<p>We will continue to embed learning around the role bias can play in the decisions leaders make.</p>
	<p>Agencies/entities ensure leaders and employees learn about and demonstrate cultural competence.</p>	<p>Some examples of the opportunities for leaders and employees to learn about and demonstrate cultural competence:</p> <ul style="list-style-type: none"> <li>• Our Employee Led Networks do incredible mahi sharing their cultures with Stats NZ to raise awareness of the diversity that is in our organisation and country and offer their knowledge of how to connect across cultures.</li> <li>• We welcome interns from the Tupu Toa and Tupu Tai programmes and leader’s participating commitment to cultural competence training.</li> <li>• We share and celebrate awareness dates such as NZSL Week, Pride Month etc.</li> <li>• 35% people leaders have completed ‘Improving Cultural Intelligence’ workshops.</li> <li>• Approx. 350 people have started our programme for Māori Crown Relations capability uplift, Te Amokapua. This provides a depth of understanding of, and opportunities to demonstrate cultural competence.</li> </ul>	<p>Continue with the steps that are in place:</p> <ul style="list-style-type: none"> <li>• Finding the connections between our people, learning offerings, cultural celebrations and internal channels to reinforce the importance of cultural competence.</li> <li>• Supporting the internship programmes available.</li> <li>• Delivering Te Amokapua,</li> </ul> <p>Develop the reward and recognition programme for employee led network leads.</p>

KIA TOI POTO AREA	MILESTONE	STATS NZ PROGRESS	RECOMMENDED ACTION FOR 2024
<p>Te Whaka-whanaketanga i te Aramahi</p> <p>Effective career development</p>	<p>By mid-2023 agencies/entities have career pathways and equitable progression opportunities that support women, Māori, Pacific and ethnic employees to achieve their career aspirations.</p>	<p>Our recently piloted technical leadership initiatives have been instrumental in creating clear pathways in the ‘Statistical Data Analysis’ job family. The principles and ‘Mahi Tahī’ model is being implemented with a focus on honouring Te Tiriti.</p>	<p>The technical leadership framework is set to be fully integrated across the organisation by 2024.</p> <p>People &amp; Culture team are taking the lead in upcoming succession planning and talent mobility initiatives. This work will be carried out in a way that mitigates bias and dismantles barriers for the groups identified.</p>
<p>Te pono</p> <p>Transparency</p>	<p>Agencies and entities publish annual action plans based on gender and ethnicity data and union/employee feedback.</p> <p>Agencies and entities ensure easy access to HR and remuneration policies, including salary bands.</p>	<p>This document is published both internally and externally.</p> <p>All Stats NZ policies are available for our people on our internal intranet Te Matapihi and Kohinga Kōnae. This includes all People and Culture policies and remuneration information including the pay scale details. We show new-starters how to find this during our orientation day.</p>	<p>Continue to publish data and progress in our annual report and annual action plans.</p> <p>Use Weekly Pānui as a platform to share information on how to access policy and pay scale details, especially for those that may not be familiar with the process. Provide steps and relevant links or resources to ensure easy understanding.</p>

# Inclusion Progress & Papa Pounamu Road Map

# Inclusion Data

We can gain insights into workplace inclusion through data from Te Taunaki Public Service survey and our Ko tō reo employee surveys. Ko tō reo annual survey is sent to employees every year around June/July. The 2022 survey had a response rate of 72% (1,231 employees) and the 2023 survey had a response rate of 82% (1,656 employees). Te Taunaki 2021 was the first Public Service survey in Aotearoa NZ of approximately 60,000 public servants working in 36 Public Service organisations (departments and departmental agencies), including New Zealand employees based overseas.

Te Kawa Mataaho found through Te Taunaki that males generally reported slightly more positive feelings of inclusion compared to females. This result, while statistically significant, was small and not consistent across all inclusion questions. Te Taunaki's findings also revealed that individuals identifying as another gender or multiple genders experienced lower feelings of inclusion compared to their male or female counterparts. Additionally, the survey highlights that individuals identifying as Māori or Pacific generally reported lower feelings of inclusion, whereas those identifying as European showed slightly higher feelings of inclusion.

Here at Stats NZ, through Ko tō reo, we can see that the responses to all questions in our Diversity & Inclusion category that were asked in both years improved from 2022 to 2023. When we looked at the differences in responses by females and males, we saw that our findings mirrored those listed above. The most significant finding was that Males felt more strongly that 'Stats NZ actively promotes an inclusive workplace'. Our analysis showed there were very little differences in answers between European, Māori, Pacific Peoples groups.

## STATS NZ KO TŌ REO RESULTS

		2022	2023
1	I feel accepted as a valued member of the team	86%	90%
	I am treated with respect at work	86%	90%
2	Stats NZ actively promotes and inclusive workplace	83%	87%
3	I feel comfortable being myself at work	81%	86%
	At Stats NZ, everyone can succeed to their full potential, no matter who they are	63%	N/A

## 2021 TE TAUNAKI RESULTS

		All Public Service	Stats NZ
	I feel comfortable working with people from backgrounds other than my own	96%	98%
3	I feel comfortable being myself at work/with my colleagues	82%	82%
	The people in my workgroup behave in an accepting manner towards people from diverse backgrounds	81%	86%
1	feel accepted as a valued member of the team	79%	82%
2	The agency I work for supports and actively promotes an inclusive workplace	78%	84%
	I have access to employee led networks relevant to me	72%	78%
	I am valued for the cultural expertise I bring to the job	50%	52%

# Employee Led Networks

Our Employee Led Networks are a key part of our diversity and inclusion work. We know that networks help to make more people feel included and have a sense of belonging. Having a space and mandate to connect with others with shared lived experiences supports people to bring their whole selves to work.

Networks are also key for people exploring what allyship means for them at work. Allyship refers to the actions, behaviours, and practices that people take to support, amplify, and advocate with others, especially with individuals who don't belong to the same social identity groups as themselves.

Beyond being central to fostering an inclusive work environment, we see the enthusiastic support of awareness days and celebrations as capability building. When our Employee Led Networks bring the outside in and they are welcomed, it helps all our people appreciate different perspectives and ways of seeing the world.



**Employee led networks**



**The year The Pacific People's Network was established – our longest standing**



**The funds raised through our Stats NZ Sweat with Pride page**

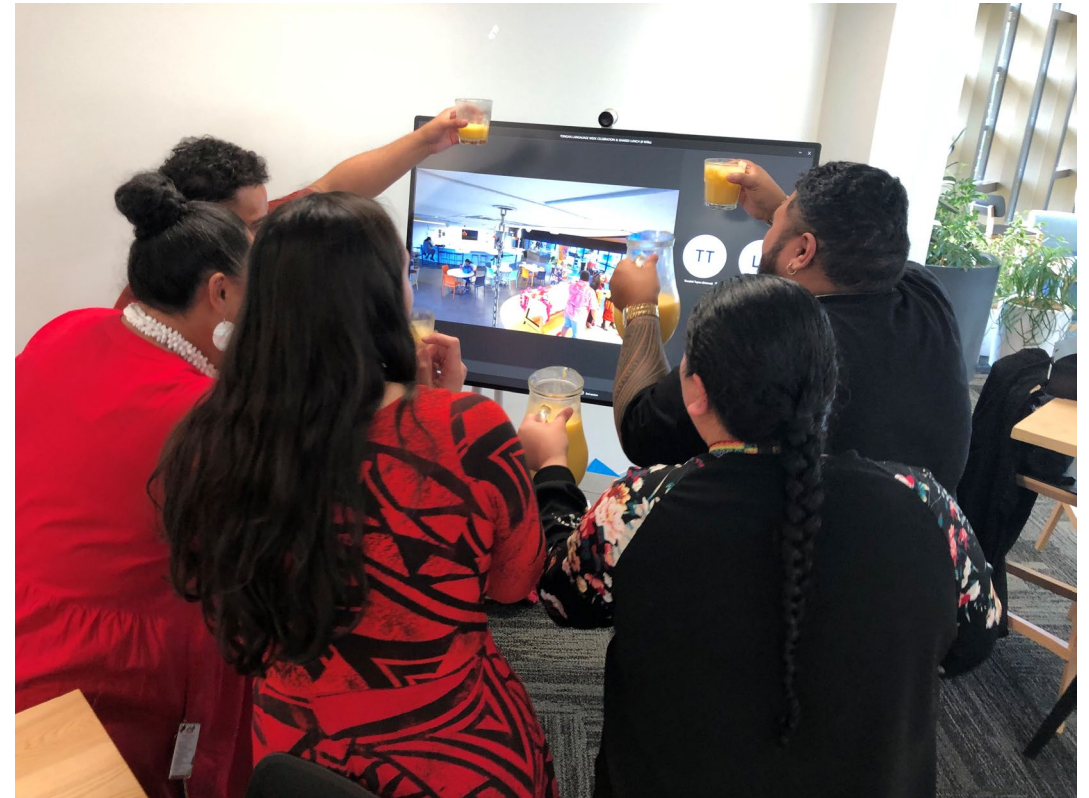


**Number of members in Te Aka Wāhine – our largest network**

# Employee Led Networks

Some examples of the work Employee Led Networks are doing:

- In October 2022, The Pacific People’s Network surveyed their members and asked about the best parts and most challenging parts of working at Stats NZ as a Pacific Person and about their ideas for the future. Throughout all of 2023 they lead Pacific Language week celebrations and brought the Pacific to NZ with song, dance, kai and stories
- In March 2023, The Kanorau ā-roro/Neurodiversity Network brought attention to neurodivergence as a strength during Neurodiversity Celebration Week.
- In May 2023 Te Aka Wāhine | The Women’s Network raised awareness for breast cancer and supported those who have experienced cancer, by connecting over a fundraising breakfast and hosting a lunchtime speaker. The same month they kicked off their ‘Monthly Meets’ initiative.
- In June 2023 Ranga Āniwaniwa, our Rainbow Network got behind the Sweat with Pride campaign with their full power and prompted our people to think about the issues our Rainbow communities face and keeping themselves healthy through exercise.
- In August 2023, The Pan-Asian Network strengthen their cross-agency bonds by observing Buwan ng Wika together with MfE and DIA pinoy staff. They connected over kai and celebrated the Filipino language in Aotearoa.
- In September 2023 Rōpū Māori, our Māori staff network gathered together with Jerome Kavanagh, an award-winning taonga puoro musician, to learn how to make a Māori instrument, called uku tangi.



# Papa Pounamu

Papa Pounamu was established in 2017, in consultation with the Public Service Chief Executives, to consistently grow our diversity and inclusion capability through a work programme for the Public Service. They are the five areas of focus are those most likely to us create fair, diverse and inclusive workplaces reflective of the communities we serve.

1. Te Urupare i te Mariu | Addressing bias: Addressing bias is a critical factor in ensuring everyone in the Public Service has fair opportunity in recruitment, career progression and development opportunities.
2. Te whakawhanaungatanga | Building relationships: Inclusion and belonging are dependent upon having a diverse range of supportive relationships in our workplaces. We intentionally draw upon those relationships to create positive change.
3. Te āheinga ā-ahurea | Cultural competence: Reflecting the significance of Māori Crown relationships and building our cultural competence and confidence across a broad range of cultures is integral to ensuring inclusion.
4. Ngā tūhononga e kōkiritia ana e ngā kaimahi | Employee-led networks: Having a space and mandate to connect with others with shared lived experiences supports people to bring their whole selves to work. Employee-led networks provide richness to workplaces and contribute valuable subject matter expertise.
5. Hautūtanga Ngākau Tuwhera | Inclusive leadership: Diversity and inclusion capability across the Public Service depends on strong, inclusive leadership.



PAPA POUNAMU AREA	STATS NZ GOAL	STATS NZ PROGRESS	RECOMMENDED ACTIONS FOR 2024
<p>Te Urupare i te Mariu Addressing bias</p>	<p>As an organisation we recognise that we serve a diverse Aotearoa New Zealand and take action to ensure our work is inclusive.</p> <p>As a workplace we want to create an environment that is fair, diverse and inclusive and where people feel valued.</p> <p>We are curious to understand bias and how we can act to mitigate it.</p>	<p>We have a suite of DEI policies, including ethnicity in the workplace policy, religious accommodation policy, workplace rainbow policy and supporting transgender and non-binary people in the workplace policy.</p> <p>We offer a range of easy-to-access learning opportunities for all of Stats that cover diversity, equity and inclusion topics and include e-modules, rainbow inclusivity training and other downloadable resources.</p>	<p>Continue to communicate the policies to the whole organisation to raise awareness. And continue to support the consistent application of our DEI policies.</p> <p>Continue with a continuous improvement approach as it relates to our DEI related learning offerings, especially those that help our kaimahi understand bias and how to mitigate it.</p>
<p>Te whakawhanaungatanga Building relationships</p>	<p>We put people at the heart of what we do.</p> <p>We want to engage in a regenerative way. This means authentically valuing and respecting people through all relationships.</p>	<p>We use internal communications channels to share key messages about the value of diversity, equity and inclusion, and specific and empowering key messages related to why and how to address bias.</p> <p>We nurture the space for relational ways of working and grow the capability of our DEI changemakers through our DEI group.</p>	<p>Continue with the existing channels to promote valuing and respecting people through all relationships.</p>
<p>Ngā tūhononga e kōkiritia ana e ngā kaimahi Employee-led networks</p>	<p>We want to create a safe and sustainable place for employees and foster a sense of belonging.</p> <p>We believe it's important to maintain a dialogue between the organisation and employee groups.</p> <p>Because we bring the outside in, we recognise that employees are part of their whānau and communities while they're at work.</p>	<p>We champion from the top-down for all our six employee led networks; each network has an executive level sponsor. Our People &amp; Culture team support the centralised coordination for employee led networks and as an organisation, we proactively support the network committees to connect their aspirations with our work programmes.</p>	<p>Continue to support those who are leaders and members of employee led networks.</p>

PAPA POUNAMU AREA	STATS NZ GOAL	STATS NZ PROGRESS	RECOMMENDED ACTIONS FOR 2024
<p>Te āheinga ā-ahurea Cultural competence</p>	<p>We want our kaimahi, team and organisational products, processes and services to demonstrate awareness of our own and other cultural perspectives.</p> <p>We are part of something bigger than ourselves and welcome diverse perspectives.</p>	<p>Starting in 2023 we launched our organisation-wide Māori Crown Relations capability programme; Te Amokapua. The programme is designed to ensure we meet our Whāinga Amorangi capability and Mahere Reo goals.</p> <p>Starting in 2023 we have offered <i>Improving Cultural Intelligence</i> (Diversity Works) to all people leaders on a 6 monthly basis to maintain a 70% completion rate. Currently, 35% of all people leaders with a direct report having completed the 90-min workshop.</p> <p>We make the most of key dates and awareness weeks, including Pacific Language Weeks, NZSL Week, Pink Shirt Day, and Mental Health Awareness Week, to celebrate lived experience.</p>	<p>Maintain momentum and support for Te Amokapua by sharing kaimahi's stories and experiences of the programme</p> <p>Continue to find the connections between our people, learning offerings, cultural celebrations and policies and guidance to reinforce the importance of cultural competence.</p> <p>Continue to offer <i>Improving Cultural Intelligence</i> to people leaders, the next time people can attend a workshop is in February.</p>
<p>Hautūtanga Ngākau Tuwhera Inclusive leadership</p>	<p>We want Stats NZ leaders to:</p> <ul style="list-style-type: none"> <li>• Role model their commitment to inclusion</li> <li>• Demonstrate inclusive behaviour</li> <li>• Demonstrate the understanding of differences between representation and participation</li> </ul> <p>We all are leaders and role model commitment to inclusive behaviours.</p>	<p>Since 2022 we have offered <i>Intro to D&amp;I and Understanding Unconscious Bias</i> (Diversity Works) to all people leaders on a 6 monthly basis with a goal of a 70% completion rate. Currently, 65% of all people leaders with a direct report have completed the 3-hour workshop.</p> <p>In 2023 we launched Leader Learning Labs, facilitated sessions where people leaders can connect and kōrero to grow in their leadership. These sessions centre on inclusion topics and are facilitated in a way that demonstrates inclusive leadership.</p>	<p>Continue to develop our communications and support for existing and incoming people leaders, to make our expectations about role modelling inclusive behaviours clear.</p>