



ANNUAL REPORT 2021



ABOUT THIS REPORT

Tēnā koutou katoa

The primary goal of Diversity Works New Zealand, as the national body for diversity and inclusion, is to support organisations in their journey to unlock the potential from a diverse workforce. Since being established as the Equal Opportunities Trust in 1992, we have been sustained by a unique partnership between government and employers, aimed at building an increasingly inclusive Aotearoa.

In order to achieve this goal, we implemented a business strategy that responds to the interests of all our stakeholders, supported by an annual workplan that secures the resources and reputation on which our organisation depends.

This understanding informs our approach to our annual reporting. In this report we aim to provide a succinct assessment of our current and longer-term strategy in relation to the key considerations for diversity and inclusion in New Zealand, our performance against financial and non-financial objectives, and our priorities and expectations for the year ahead.

This annual report was approved by the Board of Trustees on Thursday 28 October 2021 and we present this to our members and the wider stakeholder community as a basis for engagement, with an invitation for any feedback. Thank you for reading the report — please direct any comments to ceo@diversityworks.nz.

Susan Doughty
Chair, Board of Trustees

John Christie
Chair, Finance Committee

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WHO WE ARE

We are the national body for workplace diversity and inclusion

MISSION

We help New Zealand organisations do workplace inclusion well and do well because of it

VISION

An economy powered by diverse and inclusive workplaces

PROMISE

We are committed to making diversity work positively for New Zealand.

Our members and stakeholders can expect that we are:

- Welcoming
- Generous with our knowledge
- Optimistic about being change makers
- Trusted, research-led, committed and pragmatic advisors



Whāia te iti kahurangi ki te tūohu koe me he maunga teitei.

Seek the treasure you value most dearly. If you bow your head, let it be to a lofty mountain.

TO MATOU KAPA | OUR TEAM


15 Employees			
5 male	10 ethnicities (some identifying with more than one group)	27% LGBTQI+ representation	20% disability and neurodiversity representation
10 female			Age range 23 – 65

12 Facilitators
4 male
8 female (7 cisgender and 1 transgender)

9 Trustees
4 Public Sector Trustees
5 Private Sector Trustees

CHIEF EXECUTIVE

What is your dream for Diversity Works New Zealand?



Maretha Smit
Head of Shared Services

“That our organisation continues to serve as a beacon of hope for all those people who may feel ‘othered’ in their places of work.”

RESEARCH AND INNOVATION

What is your dream for Diversity Works New Zealand?



Guillermo Merelo
Head of Research and Innovation

“I dream of an organisation able to fully understand and make an impact in all New Zealand workplaces. Whether large or small, urban or rural, I would love to see all employers and employees not just mindful of diversity but well-prepared to lead the way into the future of a diverse nation.”

What is your dream for Diversity Works New Zealand?



Nata Tolooei
Research Associate

“To design inclusive workplaces for organisations throughout Aotearoa in order to create meaningful experiences for both employees and employers.”

MEMBERSHIP

What does it mean to you to work at Diversity Works New Zealand?



Ola Ioane
Head of Membership

“I feel blessed. I get to journey with members through their growth, knowing that I can find a sense of ‘aiga (family) in the fabulous people I work with.”

Why should organisations be members of Diversity Works New Zealand?



Milica van Leeuwen Bobic
Member Success Manager

“Organisations will benefit greatly from the knowledge and resources that Diversity Works New Zealand has. We would like to connect people and create an environment of learning, sharing and creating safe spaces to explore and expand in diversity, equity and inclusion.”

What does it mean to you to work at Diversity Works New Zealand?



Pete Mercer
Member Success Manager

“I firmly believe that employers hold the potential to be one of (if not the) most powerful drivers of social change – so working for the national body charged with creating more diverse, equitable and inclusive workplaces was therefore a no-brainer.”

SHARED SERVICES

What does it mean to you to work at Diversity Works New Zealand?



Fiona Beal
Head of Shared Services

“To be part of an amazing team of like-minded people with diverse backgrounds and experience helping to educate, open minds and make a difference. Businesses today are accountable, not only in actions but in how they can support and develop their biggest asset, people.”



Sonya Mills
Event Manager

“Working with the passionate whānau at Diversity Works New Zealand inspires me every day. It’s a privilege to support our team connecting with people and organisations around the motu to make a difference in Aotearoa’s journey to become a diverse nation.”



Sonarli Jayaweera
Accounts Assistant

“Having a diverse working environment that brings together beautiful people from different points of views and ideas, makes working life more fun, relaxed and more productive. This has a significant positive effect on my mental and in turn physical health which I believe reflects when I interact in society and even family and friends.”

MARKETING AND COMMUNICATIONS

What does it mean to you to work at Diversity Works New Zealand?



Cherry Kura
Business Support Officer

“It means belonging to a team full of diverse minds, languages, backgrounds and expertise aligning with a shared vision to make diversity and inclusion practices accessible, implementable and pronounced in workplaces across the motu.”

MARKETING AND COMMUNICATIONS

What is your dream for Diversity Works New Zealand?



Sheryl Blythen
Head of Marketing and Communications

“My hope is that Diversity Works New Zealand provides a safe, accepting environment for any organisation, big or small, to get the support and resources they need to create an inclusive workplace culture, regardless of their starting point.”

What is your dream for Diversity Works New Zealand?




Sarah Bayliss
Marketing Executive

“To empower all New Zealanders to be valued for their whole selves, to have equal opportunities and deeper understanding of others to work together better and create a more diverse, inclusive and innovative Aotearoa.”

PROGRAMME MANAGEMENT

What does it mean to you to work at Diversity Works New Zealand?



Richard Mortensen
Administrator

“Working at Diversity Works New Zealand gives me pride that I am contributing to improving the working environment of New Zealanders.”

What does it mean to you to work at Diversity Works New Zealand?



Dave Watson
Programme Delivery Manager

“For me Diversity Works New Zealand is like Everest’s base camp. A vital platform for organisations and individuals to prepare for their journey of change and somewhere for them to return to celebrate their success and gather what they need for the next climb.”

What is your dream for Diversity Works New Zealand?



Aggie Plappally
Business Support Intern

“My dream for Diversity Works New Zealand is that through our work, people will realise that only when we understand and embrace diversity, we will be able to understand and enjoy unity.”

NGĀ MEA HIRAHIRA O TE TAU 2020-21

HIGHLIGHTS OF 2020-21

BY THE NUMBERS

Membership up

20%

- Consistent growth throughout the year due to increased brand presence and effective engagement
- Some of the significant changes in membership, over the past year, include
 - 4% shift in membership from the public sector to the private sector
 - 4% shift in membership towards smaller organisations
 - 3% shift in membership from Auckland towards regional areas

78

more corporate training workshops

Increase in demand for corporate training due to introduction of proactive member support model

7

fewer public workshops

As result of increase in demand for corporate training

66%

increase in engagement

Number of people reached through face-to-face workshops, online workshops, introductory sessions and speaking engagements (excluding Awards)

>40%

increase in online engagement

- 49% growth in newsletter database
- 44% increase in social media followers
- 44% increase in website page views

92%

satisfaction

Companies who were satisfied or very satisfied with their corporate training experience

14%

decrease in responses to the Workplace Diversity Survey

From 929 down to 800 due to change in data collection methodology

Revenue up

13%

Due to increase in membership and corporate training

2020 Diversity Awards NZ™

- 85 entries
- Up 9 from the previous year



NEW PROJECTS AND INITIATIVES

Aotearoa Inclusivity Matrix (AIM)

We launched our maturity framework for workplace inclusion in May 2021. AIM is an evidence-based framework developed specifically for New Zealand workplaces that allows organisations to identify the maturity of their diversity, equity and inclusion (DEI) practices across seven components. It provides a basis for workplaces to understand their current capabilities, identify areas for improvement and create a roadmap for transformation.

Diversity Awards NZ™ Revamp

At the completion of the 2020 awards programme, we reviewed the format with our judging panel and developed an evolved programme for 2021 that recognised the increasing maturity in workplace diversity and inclusion. New awards categories align the programme with AIM and organisations with fewer than 100 employees were recognised in each category

The Construction Diversity Roadmap

Our partnership with the Construction Sector Accord commenced in April 2021 with the goal of using the AIM framework to analyse the maturity of current DEI practices in the construction sector. The project will be completed in FY2021/22 when the industry-wide surveys and supporting research will be used to deliver a gap analysis and an industry roadmap for transformation to future proof the sector against talent risk.

Networking Groups

It is our ambition to have a national footprint of networking groups. These groups are designed to provide a peer support and knowledge-sharing platform within our community to stimulate collective growth and innovation for a more inclusive Aotearoa. The first groups have been established in Auckland and Wellington, and groups in other regions will be launched in FY2021/22



TE ANGA MO TE AHU WHAKAAHU WHAKAMUA THEORY FOR CHANGE

What is the problem that we are trying to solve?

If we can motivate and enable organisations in Aotearoa New Zealand to create inclusive workplaces, it will lead to increased social cohesion and economic benefits for all.

What are the causes of the problem?*

- Systemic inequities
- Bias and prejudice

What are the barriers to change?

- Lack of leadership awareness
- Lack of cultural intelligence
- Inadequate regulatory framework
- Lack of standards and benchmarks
- Financial constraints

The table below sets out the strategic inputs that we have identified to address the root causes and barriers to change, as well as the associated activities and expected outcomes in respect of each.

INPUTS	ACTIVITIES	OUTCOMES	IMPACT
Knowledge	Standards setting	Increased depth of knowledge on DEI** issues in New Zealand	Diverse, equitable and inclusive workplaces
	Maturity benchmarking		
	Research	Increased access to tools, workshops, resources to support DEI in workplaces	
	Resource development		
Collaboration	Regional & Special Interest Groups	Connecting stakeholders to create a movement for change	
	Sector partnerships		
	Advocacy & policy submissions	Improved regulation	
	Diversity Awards NZ™ celebration	Recognition & aspiration	
Engagement	Member communication & media	Improved awareness	
	Assessment & consulting	Access to a range of quality products and services to support workplace DEI journeys	
	Self-service platforms		
	Training	Highly skilled DEI practitioners	
	Professional accreditation		

* Research points to these two causes as the main drivers for workplace exclusion.

**DEI – diversity, equity and inclusion



HE KUPU NĀ TE TOIHĀU A WORD FROM THE CHAIR

He mihi maioha tēnei e rere atu
ana ki a koutou i tēnei wā korokē.
Ko tātau te hunga ora e mau tonu, nō reira,
tēnā tātau katoa.

It is with great pleasure that I
present our Annual Report for the
financial year ended 30 June 2021.

We are proud of being an
influential contributor to the
development of diverse, equitable
and inclusive organisations across
Aotearoa. At a time of global
uncertainty, those workplaces that
have built cultures that attract,
engage and retain the best talent,
will make a positive and significant
impact not just to their employees,
but to the economy and society as
a whole.

A YEAR OF TRANSFORMATION

During the past year, the Board
of Trustees has undertaken a
large-scale review of the strategic
position and value proposition
offered by Diversity Works New
Zealand. This review came at

a momentous time for the
organisation in the lead up to next
year's celebration of 30 years of
partnership between the public and
private sectors in building diverse
and inclusive workplaces.

Our review resulted in a
comprehensive transformation
plan to ensure that we remain
relevant as the national body for
diversity, equity and inclusion,
supported by the appropriate skills,
funds and systems to continue to
play a pivotal role in supporting
organisations to mobilise and build
capacity.

Some of the key workstreams
for the year included a re-design of
the Diversity Works New Zealand
structure, updating of internal
policies, processes and systems,
development of inclusive workplace
standards as a framework for



engagement with our members, and
implementation of regional support
networks.

The team has made significant
progress with implementing the
transformation plan and I am
confident that Diversity Works New
Zealand is well positioned to meet
the challenges of tomorrow and
well into the future.

*Tē tōia, tē haumatia. Nothing can
be achieved without a plan.*

A YEAR OF IMPROVED GOVERNANCE

As part of the strategic review,
we noted that our Trust Deed had
become dated and limited us in our

ability to provide the leadership that
is required from an organisation
such as ours in a modern society.
Specifically, the Trust Deed was
out-of-step with the role that our
organisation needs to play in terms
of recognition of Te Tiriti o Waitangi

We therefore completed a refresh
of our Trust Deed and associated
Membership Rules, to ensure that
we are able to move forward in
a manner that is fit-for-purpose
for the national body of diversity,
equity and inclusion of today.
The updates to these governance
documents were approved at a
Special General Meeting of members
on 30 September 2021 and have
subsequently been filed with the
relevant regulatory bodies.

I wish to thank my fellow Board
colleagues for their considerable
contribution in volunteering their
time, expertise and dedication to
this important mahi during the
past year. Additionally, I wish to pay
tribute to Debbie Power, one of our
Public Sector Trustees, whose term
of office has come to an end. Ngā
mihi nui, Debbie, we will miss your
wise counsel. And I extend a very
warm welcome to Renee Graham
who joined us as a new Trustee for
the Public Sector in July this year.

Our Board of Trustees and

leadership team are committed
to ensuring that the organisation
delivers on its strategy with
financial discipline and with
integrity.

A YEAR OF SUSTAINED PERFORMANCE

Due to the anticipated impact
of Covid-19, we have remained
cautious in our revenue
projections for the year, as
well as in the approval for any
discretionary costs related
to special projects. We have
mitigated against the anticipated
impact of Covid-19, through an
extensive range of online service
delivery, and an increased level of
one-on-one member engagement
via videoconferencing channels.

Through these initiatives,
the past financial year has seen
continued strong demand for
trusted advice from organisations
all around New Zealand, large
and small, public and private –
the results of which have been
exceptional, both from operational
and financial perspective.

I'd like to thank our leadership
team and staff for their ongoing
commitment to our organisation.
Throughout the pandemic we have
been and will continue to lead

with a people-first response, and
we sincerely value the resilience
and dedication demonstrated by
our team during these times.

A YEAR OF GRATITUDE AND HOPE

While some of the challenges of
the pandemic years will remain
with us for years to come, we
believe that the future for diversity,
equity and inclusion has never
been brighter. The advances that
Diversity Works New Zealand has
made this past year have
positioned us for continued
success in 2022 and beyond.

In conclusion, therefore, I would
like to thank our loyal stakeholders
for your ongoing support – our
members, our Alliance Partners
and our partnership with
government. A truly diverse and
inclusive society demands our
effort, our attention, and our care.
No organisation can do this on its
own, and we appreciate having you
all in our committed community.

Kia kaha. Stay healthy. Stay safe.

SUSAN DOUGHTY
Chair, Board of Trustees



HE KŌRERO NĀ TE TUMUAKI FROM THE CHIEF EXECUTIVE

Tihei mauri ora. Tēnā koutou katoa.
Ki nga maunga whakahi, me ngā awa tipuna o
te motu tae noa atu ki ngā iwi o ngā topito e wha.
Tēnā koutou katoa. Kō tenei te reo o Diversity Works
Aotearoa e mihi nei, e karanga nei ki a koutou.
Tēnā koutou katoa.



Last year, when we recognised the impact of Covid-19 in our Annual Report, we did not quite expect to still be here at the end of 2021. During the reporting period our operations have been affected by three periods of restrictions – two in Auckland and one in Wellington.

During the most recent round of lockdowns we have seen that, on many levels, the impact of Covid-19 is now more devastating than when the virus first emerged, and our organisation has become increasingly essential to supporting workplaces during this time. The mental health of our people, especially those from vulnerable communities, is of significant concern at this time and workplaces have an important role to play in providing environments of safety and support.

Iti rearea teitei kahikatea, ka taea. With hard work, we will be able to achieve our goals.

Our role is to support organisations in creating safe working environments, and I am pleased to report that, despite the restrictions imposed by the pandemic, we have had the opportunity to work with more organisations than ever, delivering more training and reaching more people than ever before.

As we entered FY2020/21, we were prudent in our expectations. Like many organisations, we have budgeted for a contraction in our business operations and, as such, we have ringfenced our accumulated surpluses for purposes of business continuity and recovery, rather than investment into development and expansion.

In this context, our team has

doubled down on efforts to support members through a variety of channels and creative solutions, and I am pleased to report that, through these efforts, we have finished the year in a much stronger position than anticipated.

We achieved 20 per cent growth in membership numbers over the year, delivered 78 more training events than last year, we have had a 66 per cent increase in reach through face-to-face engagements, and online engagement increased between 40 and 50 per cent across all our platforms.

Financially, we have finished the year in a strong position with a surplus of \$343,024, which is a five per cent increase on the previous year. This puts us in a strong position as we review various options to invest back into our

community with a range of new programmes, resources and tools during the upcoming year.

We also saw meaningful progression in respect of all our key workstreams, including the development and launch of a maturity framework for workplace inclusion. The Aotearoa Inclusivity Matrix (AIM) is an evidence-based framework developed specifically for New Zealand workplaces that allows organisations to identify the maturity of their diversity, equity and inclusion (DEI) practices across seven components. It provides a basis for workplaces to understand their current capabilities, identify areas for improvement and create a roadmap for transformation.

We are pleased with the solid traction that we have established with embedding AIM through the Construction Diversity Roadmap, which is a contract with the Construction Sector Accord to analyse the maturity of current practices in workplace inclusion in the construction sector, using the AIM framework. The objective of this project is to formulate an industry roadmap for transformation in order to future proof the sector against talent risk.

In context of the pandemic, the 23rd Diversity Awards NZ™ were presented at an event at Auckland's SkyCity Theatre on Wednesday, 16 September. Covid-19

Alert Level 2 restrictions were in place in Auckland at the time, limiting guests at the live event to 100 people. The awards were live-streamed for the first time in their history to make it possible to include as many entrants and diversity supporters as possible, and I'd like to congratulate the Ministry of Business, Innovation and Employment, the supreme winner of the 2020 Diversity Awards NZ™.

While we are fortunate to report on yet another successful year, we do not take our position for granted. The emergence of the Delta variant has in many ways affected the level of economic and emotional resilience in member organisations. And while we have provided for substantial investment in research and digital transformation for FY2021/22, we are keeping our eye firmly on the evolving dynamics and the impact thereof on our business sustainability.

That said, it is often through crises that the true character of individuals or organisations is revealed and I am privileged that, during the past year, I had the support of a strong and cohesive Board, and a skilled and resilient team.

I wish to express my sincere gratitude to the Board of Trustees for their support and wise counsel throughout the past year. And I wish to recognise an extraordinary

team for delivering extraordinary results despite extraordinary circumstances.

Throughout the past 29 years, our passion has been to serve as a beacon of hope for all those people who felt "othered" in their places of work. And, as the national body for diversity, equity and inclusion, we have worked with our members to deliver on our promise to improve the quality of experience and safety of all people in workplaces across the motu.

With the sustained support of our stakeholders, we will continue to pursue our mission and make meaningful contributions to our economy and society. Our organisation and our team are ready to support each and every one of our member organisations in this process.

Together, we will continue to tackle workplace inclusion head-on, and we look forward to reporting on our progress next year.

He rau ringa e oti ai. Many hands make light work.

Ngā mihi nui

Chief Executive

NGA MAHI KA WHAI AKE O DIVERSITY WORKS AOTEAROA

WHAT'S NEXT FOR DIVERSITY WORKS NEW ZEALAND

Our strategic plan allows for growth, transformation and connection as we support our members to unlock the value of diversity for economic and social prosperity and create a movement for change in Aotearoa. Here is an outline of what we will do in 2022 and beyond.

STRATEGIC PROGRESS

During the past year we have undertaken a comprehensive review of our strategy and the opportunities available to us as national body to increase the value that we add to advancing diversity, equity and inclusion in workplaces across Aotearoa New Zealand. We defined our Theory of Change and implemented an operating model to support delivery against an ambitious workplan.

We also finalised our three-year goals and implemented the first initiatives on our strategic roadmap, with significant focus on expanding our team and improving our systems to support a more connected and agile operating model.

A key shift in our strategic approach is to enable workplace transformation through a clear definition of “what good looks like”, supported by the tools, resources and networks to build organisational capability.

To this effect, the launch of the Aotearoa Inclusivity Matrix (AIM) was a significant milestone during the past year. This evidence-based maturity framework was developed through an extensive literature review and subsequent peer review of findings by experts

in our membership. Assessment tools were developed to measure organisational maturity against AIM and were implemented in an industry-wide programme of work in partnership with the Construction Sector Accord.

PRIORITIES FOR NEXT YEAR

The second year of our three-year transformation programme will focus on a number of key workstreams to increase member engagement, provide improved access to tools and resources for large and small organisations, and recognise professionalism and excellence in diversity and inclusion.

Some of the highlights on our workplan include:

- Celebrating our 30th year as national body for diversity and inclusion
- Hosting the 25th Diversity Awards NZ™
- Continuing to develop our depth of knowledge of te ao Māori and our role in recognising Te Tiriti o Waitangi in our work.
- Delivering on our regular cadence of research and reports, including the 2021 State of Workplace Inclusion Report and the 2022 Workplace Diversity Survey
- Implementing automated assessment instruments to support benchmarking against AIM
- Upgrading our systems to improve user experience and self-service opportunities through a significantly expanded range of curated content, tools and resources
- Publishing the findings from our Migrant Pay Gap research project
- Contributing to the national conversations on pay transparency and modern slavery with policy submissions and sector collaboration

A key shift in our strategic approach is to enable workplace transformation through a clear definition of “what good looks like”.



BOARD OF TRUSTEES TE POARI KAITIAKI

These are the trustees currently serving on the Diversity Works New Zealand Board.

For full Trustee biographies, visit diversityworks.nz

PRIVATE SECTOR



SUSAN DOUGHTY (CHAIR)

Head of Global Reward and Insights, Zespri

A former Partner at EY and Director – D&I, Talent & Engagement at Fonterra, Susan has used her influence to raise awareness of equity issues and promoting positive change within Aotearoa. Along with a corporate career spanning 30 years, she has been the Director and co-owner of two successful businesses. Susan is currently a Coastguard NZ Trustee and is the past President of both the YWCA Aotearoa and Auckland YWCA, and led the design and launch of the YWCA Equal Pay Awards.



RANJNA PATEL (DEPUTY CHAIR)

Director of Tamaki Health and Founder of Gandhi Nivas.

Ranjna has spent four decades growing Tamaki Health from a family business to 50 clinics with more than 1,000 staff. As well as Ministerial appointments to NACEW, the Lottery AK Distribution Committee, and the Ethnic Communities Development Fund, Middlemore Foundation, she is a Trustee of Mental Health Foundation, NZ Police Commissioners Ethnic Forum, Executive Trustee of Total Healthcare Otago, ISSO Hindu Temple and a member of the Global Women and Co. of Women.



JOHN CHRISTIE

Director of Enterprise Dunedin

John is a senior management executive with previous director, CEO and project manager experience at several high-profile New Zealand organisations. In his role as Director of Enterprise Dunedin he is a member of Dunedin City Council's executive leadership team. His governance experience includes roles with Otago Polytechnic, South Canterbury District Health Board Audit Committee, Warbirds Over Wanaka, Taieri-Strath Taieri PHO and New Zealand Chambers of Commerce.



CHRIS LITCHFIELD

Managing Director, Coca-Cola Europacific Partners New Zealand

Chris Litchfield is the first Kiwi appointed as Managing Director of Coca-Cola Europacific Partners New Zealand, a position he has held since 2014. His career at Amatil began in 1993 whilst he was completing his BComm in Accounting and Economics from The University of Canterbury. He is dedicated to leading diversity and inclusion and ensuring CCEP is a leading force for change in the New Zealand FMCG sector.



ADRIENNE MILLER

Consultant and Independent Director; General Manager NZ, Infrastructure Sustainability Council

Adrienne has worked as an executive and adviser for over 20 years in the waste, building products, construction and infrastructure industries and also in a public sector water utility — working for Downers, Fletchers, Carter Holt Harvey, Watercare & Waste Management. She is currently General Manager New Zealand at the Infrastructure Sustainability Council.

PUBLIC SECTOR



ALEX CHADWICK

Assistant Deputy Commissioner Equal Pay, Te Kawa Mataaho Public Services Commission

A lawyer and diversity and inclusion practitioner, Alex currently leads the Government's work programme to close gender, Māori, Pacific and ethnic pay gaps. She is responsible for delivering against an ambitious set of milestones in the Public Service Pay Gaps Action Plan.



DR NICOLA NGAWATI

Director (Kaiwhakahaere Matua) of the Mana Wāhine Joint Roopū Manatū Wāhine Ministry for Women.

Nicola (Ngapuhi, Ngati Hine) leads the team coordinating the Government's response to the Mana Wāhine Kaupapa Inquiry and improving outcomes for wāhine Māori. Nicola is also the Crown representative on the Joint Research Committee related to the Inquiry's research programme. Nicola has extensive experience in diversity and inclusion, equal employment opportunities and the interface with the Crown/Māori relationship.



LAULU MAC LEUANAE

Chief Executive of the Ministry for Pacific Peoples

Laulu has led the development of a bold and unifying vision for Pacific communities in New Zealand, and has secured new investments and Pacific-led initiatives to lift the economic, social and cultural wellbeing of Pacific peoples. He actively contributes to the public sector's diversity and inclusion programme and leads Pou Mātāwaka, which aims to eliminate ethnic pay gaps. Laulu is of Samoan descent and holds the Chiefly title of Laulu from Fa'ala.



RENEE GRAHAM

Chief Executive of the Social Wellbeing Agency

Renee has a strong social policy background and experience across a range of domains, including education and employment. She was the Secretary for Women and Chief Executive of the Ministry for Women and she previously held various senior policy roles in the Public Sector. She chairs the Asia Pacific Economic Cooperation (APEC) Policy Partnership on Women in the Economy (PPWE) and the Social Services Accreditation Board. Renee is of Ngāti Toa and Ngāti Raukawa descent.



STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 30 JUNE 2021

	NOTE	2021	2020
REVENUE		\$	\$
Donations, fundraising and other similar revenue	1	1,189,811	1,123,792
Revenue from providing services	1	934,116	746,421
Interest, dividends and other investment revenue	1	6,934	11,685
Total Revenue		2,130,861	1,881,898
EXPENSES		\$	\$
Volunteer and employee related costs	2	961,229	892,340
Costs related to providing services	2	807,170	638,824
Other expenses	2	19,438	23,590
Total Expenses		1,787,837	1,554,754
Surplus / (Deficit) for the year		343,024	327,143

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2021

	NOTE	2021	2020
CURRENT ASSETS			
Bank accounts and cash	3	1,700,898	663,491
Debtors and prepayments	3	135,491	300,715
Investments	3	-	478,322
Total Current Assets		1,836,389	1,442,528
NON-CURRENT ASSETS			
Property, plant and equipment	5	13,194	38,419
Total Non-Current Assets		13,194	38,419
Total Assets		1,849,583	1,480,947
LIABILITIES			
Current Liabilities			
Creditors and accrued expenses	4	127,545	67,231
Employee costs payable	4	102,116	74,218
Other current liabilities	4	96,255	158,855
Total Current Liabilities		325,916	300,304
Total Assets less Total Liabilities (Net Assets)		1,523,667	1,180,643
ACCUMULATED FUNDS			
Accumulated surpluses	6	641,471	403,265
Other reserves	6	882,195	777,378
Total Accumulated Funds		1,523,667	1,180,644

For and on behalf of the trustees:



Susan Doughty
Chair, Board of Trustees



John Christie
Chair, Finance Committee

24 September 2021

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2021

	NOTE	2021	2020
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash was received from:			
Donations, fundraising and other similar receipts		1,309,757	1,139,353
Receipts from providing services		934,116	746,421
Interest, dividends and other investment receipts		6,934	11,685
Net GST		(45,887)	(28,914)
Cash was applied to:			
Payments to suppliers		718,290	714,848
Fundraising		933,332	868,965
Employee related		-	-
Net cash flows from/(used in) operating activities		553,298	284,732
CASH FLOWS FROM INVESTING & FINANCING ACTIVITIES			
Cash was received from:			
Receipts from the sale of property, plant and equipment		-	5,495
Cash was applied to:			
Payments to acquire property, plant and equipment		(5,787)	-
Investment in term deposits		(478,322)	307,381
Net cash flows from/(used in) investing & financing activities		484,109	(301,866)
NET INCREASE IN CASH			
		1,037,407	(17,134)
Opening bank accounts and cash		663,491	680,625
Closing bank accounts and cash		1,700,898	663,491
This is represented by:			
Bank accounts & Cash	3	1,700,898	663,491

STATEMENT OF ACCOUNTING POLICIES FOR THE YEAR ENDED 30 JUNE 2021

REPORTING ENTITY

Equal Employment Opportunities Trust is a Charitable Trust established under the Charitable Trusts Act 1957 and governed by the trust deed dated 24 March 1992. It was registered as a charitable entity under the Charities Act 2005 on 8 April 2008.

BASIS OF PREPARATION

Equal Employment Opportunities Trust has elected to apply PBE SFR-A (NFP) *Public Benefit Entity Simple Format Reporting - Accrual (Not for profit)* on the basis that it does not have public accountability and has total annual expenses of equal to or less than \$2,000,000. All transactions in the Performance Report are reported using the accrual basis of accounting. The Performance Report is prepared under the assumption that the entity will continue to operate in the foreseeable future. The figures in the performance report are rounded to the nearest dollar.

SPECIFIC ACCOUNTING POLICIES

VALUATION OF PROPERTY, PLANT AND EQUIPMENT

Fixed Assets are recorded at cost, less accumulated depreciation.

DEPRECIATION

Depreciation is charged to the Statement of Financial Performance at the same rate as is allowed by the Income Tax Act 2007 over the estimated useful lives of each part of an item of property, plant and equipment. The method and rates applied are as follows:

ASSET CLASS

Buildings - 8% straight line
Furniture & Fittings - 6 - 8% diminishing value
Computer Equipment - 14.4 - 67% diminishing value

LEASED ASSETS

Leases under which the Trust assumes substantially all the risks and rewards incidental to ownership have been classified as finance leases and are capitalised.

The asset and corresponding liability are recorded at the inception of the lease at the fair value of the leased asset, at amounts equivalent to the discounted present value of the minimum lease payments including residual values. Finance charges are apportioned over the terms of the respective leases using the actuarial method. Capitalised lease assets are depreciated over their expected lives in accordance with rates established for other similar assets.

Operating lease payments are representative of the pattern of benefits derived from the leased assets and accordingly are charged to the Statement of Financial Performance in the periods in which they are incurred.

GOODS AND SERVICES TAX (GST)

The Trust is registered for GST. All revenue and expense transactions are recorded net of GST. Where applicable, all assets and liabilities have been stated net of GST with the exception of receivables and payables which are stated inclusive of GST.

INCOME TAX

Equal Employment Opportunities Trust is a registered charitable entity under the Charities Act 2005, and accordingly is exempt from income tax under sections CW41 and CW42 of the Income Tax Act 2007.

BANK ACCOUNTS & CASH

Bank accounts and cash include cash on hand, bank balances, deposits held at call with banks and other short term highly liquid investments with original maturities of 90 days or less.

INVESTMENTS

Bank term deposits for periods exceeding 90 days are classified as investments and are initially measured at the amount invested. Interest is subsequently accrued and added to the investment balance. After initial recognition bank term deposits are measured at amortised cost using the effective interest method less impairment.

REVENUE FROM SALE OF SERVICES

Revenue is recorded based on the stage of completion of the service at balance date.

Grants and donations are recorded as revenue as received unless there is an explicit "use or return" condition attaching to the grant, in which case the amounts relating to unspent grants is recognised as a liability and released to income as the grant is spent.

Event and training income, including sponsorship of those events is recognised when the event or training takes place.

TRADE AND OTHER RECEIVABLES

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less an allowance for any uncollectable amounts. Individual debts that are known to be uncollectable are written off in the period that they may be identified.

TRADE AND OTHER PAYABLES

Trade and other payables represents liabilities for goods and services provided to the Trust prior to the end of the financial year which are unpaid. Trade and other payables are recorded at the amount of cash required to settle those liabilities. The amounts are unsecured and are usually paid within 30 days of recognition.

EMPLOYEE ENTITLEMENTS

Employee entitlements to salaries and wages, annual leave and other benefits are recognised when they accrue to employees.

CHANGES IN ACCOUNTING POLICIES

There have been no changes in accounting policies. All policies have been applied on bases consistent with those used throughout the period.

NOTES TO THE PERFORMANCE REPORT FOR THE YEAR ENDED 30 JUNE 2021

		2021	2020
NOTE 1: ANALYSIS OF REVENUE			
Revenue Item	Analysis		
Donations, fundraising and other similar revenue	Government Matching & Funds	396,000	396,000
	Donations received	793,811	727,792
	Total	1,189,811	1,123,792
Revenue from providing services	Diversity Awards Ticket Sales and Sponsorship	156,800	277,571
	Events, Training and Sponsorship	737,679	458,899
	Consulting Services	39,637	9,950
	Total	934,116	748,421
Interest, dividends and other investment income	Interest on cash deposits	6,934	11,685
NOTE 2: ANALYSIS OF EXPENSES			
Expense Item	Analysis		
Volunteer and employee related costs	Salary & Wages	961,229	892,340
	Total	961,229	892,340
Expenses related to providing services	Diversity Awards expenses	227,597	248,327
	Events and Training expenses	171,352	65,774
	Consultancy Services	59,480	6,307
	Administration and Overhead costs	348,741	318,416
	Total	807,170	638,824
Other Expenses	Depreciation	19,438	23,590
	Total	19,438	23,590

Fees of \$8,505 and \$2,950 were paid by the Trust to Crowe New Zealand Audit Partnership for the audit of the performance report and assistance with preparation of the performance report respectively for the year ended 30 June 2021 (2020: \$8,100 and \$2,950 respectively).

NOTES TO THE PERFORMANCE REPORT FOR THE YEAR ENDED 30 JUNE 2021

		2021	2020
NOTE 3: ANALYSIS OF ASSETS			
Asset Item	Analysis		
Bank accounts and cash	Bank account cheque	419,904	264,789
	Bank account savings	1,280,994	398,702
	Term Deposits	-	-
	Total	1,700,898	663,491
Debtors and prepayments	Accounts receivable	132,785	284,787
	Prepaid expenses	2,706	15,928
	Total	135,491	300,715
Investments	Term Deposits	-	478,322
NOTE 4: ANALYSIS OF LIABILITIES			
Liabilities Item	Analysis		
Creditors and accrued expenses	Accounts payable	109,272	20,113
	Accrued Expense	13,374	11,824
	GST Payable	1,469	30,036
	Credit Card	3,430	5,258
	Total	127,545	67,231
Employee costs payable	Annual leave accrual	67,175	33,438
	Salary & Wage accrual	-	30,597
	PAYE and other taxes	34,941	10,183
	Total	102,116	74,218
Other Current Liabilities	Income in Advance - Events	96,255	158,855
	Total	96,255	158,855

NOTES TO THE PERFORMANCE REPORT FOR THE YEAR ENDED 30 JUNE 2021

NOTE 5: PROPERTY PLANT & EQUIPMENT

THIS YEAR					
Asset Class	Opening carrying amount	Purchases	Sales/ (Disposals)	Current year depreciation	Closing carrying amount
Buildings	903	-	-	903	-
Furniture and fixtures, and Office Equipment	11,105	-	(4,772)	1,638	4,695
Computers	26,411	-	(1,015)	16,897	8,499
Total	38,419	-	(5,787)	19,438	13,194

LAST YEAR

Asset Class	Opening carrying amount	Purchases	Sales/ (Disposals)	Current year depreciation	Closing carrying amount
Buildings	3,512	-	-	2,809	903
Furniture and fixtures, and Office Equipment	25,659	-	(12,041)	2,513	11,105
Computers	38,333	7,240	(695)	18,488	28,411
Total	67,504	7,240	(12,735)	23,590	38,419

Significant donated assets recorded - source and date of valuation

None

Significant donated assets - not recorded

None

NOTE 6: CHANGES IN ACCUMULATED FUNDS

THIS YEAR				
Description	Capital Contributed by Owners or Members	Accumulated Surpluses or (Deficits)	Reserves	Total
Opening Balance	-	403,265	777,378	1,180,643
Surplus	-	343,024	-	343,024
Transfer to Reserve	-	(104,817)	104,817	-
Closing Balance	-	641,472	882,195	1,523,667

LAST YEAR

Description	Capital Contributed by Owners or Members	Accumulated Surpluses or (Deficits)	Reserves	Total
Opening Balance	-	853,500	-	853,500
Surplus	-	327,143	-	327,143
		(777,378)	777,378	
Closing Balance	-	403,265	777,378	1,180,643

At the Board meeting, it was resolved to allocate 6 months of operating expenses to a General Reserve for year ended 30 June 2021. This resulted in an additional \$104,817 being allocated to the reserve from last year. This decision was taken in context of contingency and business continuity planning in respect of the Covid-19 developments.

NOTES TO THE PERFORMANCE REPORT FOR THE YEAR ENDED 30 JUNE 2021

	2021	2020
NOTE 7: COMMITMENTS		
Explanation and Timing		
Commitments to lease or rent of assets		
Less than 1 year	55,965	5,848
Greater than 1 year, less than 5 years	114,645	1,494
	170,610	7,340

NOTE 8: CONTINGENT LIABILITIES

At balance date there were no known contingent liabilities (2020: nil)

	2021	2020	2021	2020	
NOTE 9: RELATED PARTY TRANSACTIONS					
Description of relationship with trustees	Description of transaction	Value of Transactions	Value of Transactions	Amounts outstanding	Amounts outstanding
Michael Barnett - Chief Executive of Auckland Chamber of Commerce	Rent paid to Chamber of Commerce	-	36,667	-	-
Michael Barnett - Chief Executive of Auckland Chamber of Commerce	Accounting Services paid to Chamber of Commerce	-	9,750	-	-
	Total	-	46,417	-	-

Sponsorship, donations and consultancy service revenue has been received by the Trust during the years ended 30 June 2021 and 30 June 2020 from organisations which have Officers that are also Trustees of the Trust.

NOTES TO THE PERFORMANCE REPORT FOR THE YEAR ENDED 30 JUNE 2021

NOTE 10: EVENTS AFTER BALANCE DATE

The Board are aware of the current Covid-19 emergency and the New Zealand Government's decision that all non-essential businesses are to close effective 17 August 2021. This matter is being addressed with business continuity planning and the Board have considered that this is a "non-adjusting" subsequent event and there is no impact on the 2021 financial year.

The financial performance of the Trust during the twelve months to 30 June 2021 together with the current financial position of the Trust indicate that profitability and cash flows along with cash reserves are adequate to meet the investing and financing cash flow requirements of the Trust. For this reason, the Board continues to adopt the going concern assumption in preparing the financial statements for the year ended 30 June 2021.

STATEMENT OF SERVICE PERFORMANCE FOR THE YEAR ENDED 30 JUNE 2021

Diversity Works New Zealand is the only national body specifically set up to promote, facilitate and showcase best practice workplace diversity and inclusion across all diversity dimensions. Since our establishment as a Charitable Trust in 1992, we have been continuously jointly supported by government and employer contributions. In the financial year 1 July 2020 to 30 June 2021, 578 organisations were donor members. These organisations came from all around New Zealand and represent the private, public and not for profit sectors. We engaged face to face with 7,280 people through public and customised education workshops held in seven regional centres and our three major cities. We also engaged with thousands more through our online channels. Our Annual Diversity Awards NZ™ attracted 85 entries across nine categories. Due to Covid-19 Alert Level 2 restrictions being in place in Auckland at the time of the event in September 2020, we limited guest numbers at the live Awards event to 100 people, however the event was live-streamed. There were more than 2000 views of the video of the event (not included in our events or awards information) – a quarter of those were during the live-stream and the remainder were after the event.

	2021	2020
DESCRIPTION AND QUANTIFICATION OF THE ENTITY'S OUTPUTS		
	attendees at events	attendees at events
a) Public education workshops (event information)	977	1,575
Customised training/workshop and speaking engagements	7,280	4,382
b) Diversity Awards attendees	100	627
	number of members	number of members
c) Membership	578	483

AUDITOR'S REPORT FOR THE YEAR ENDED 30 JUNE 2021

Independent Auditor's Report

Opinion

We have audited the performance report of Equal Employment Opportunities Trust (the Trust) on pages 21 to 29, which comprises the entity information, the statement of service performance, the statement of financial performance and statement of cash flows for the year ended 30 June 2021, the statement of financial position as at 30 June 2021, and the statement of accounting policies and other explanatory information.

In our opinion:

- a) the reported outcomes and outputs, and quantification of the outputs to the extent practicable, in the statement of service performance are suitable; and
- b) the performance report on pages 21 to 29 presents fairly, in all material respects:
 - the entity information for the year ended 30 June 2021;
 - the service performance for the year ended 30 June 2021; and
 - the financial position of the Trust as at 30 June 2021, and its financial performance, and cash flows for the year then ended in accordance with Public Benefit Entity Simple Format Reporting – Accrual (Not-For-Profit).

Basis for Opinion

We conducted our audit of the statement of financial performance, statement of financial position, statement of cash flows, statement of accounting policies and notes to the performance report in accordance with International Standards on Auditing (New Zealand) (ISAs (NZ)), and of the entity information and statement of service performance in accordance with the International Standard on Assurance Engagements (New Zealand) ISAE (NZ) 3000. Our responsibilities under these standards are further described in the *Auditor's Responsibilities for the Audit of the Performance Report* section of our report.

We are independent of the Trust in accordance with Professional and Ethical Standard 1 *International Code of Ethics for Assurance Practitioners (including International Independence Standards) (New Zealand)*

issued by the New Zealand Auditing and Assurance Standards Board, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Our firm prepares the Trust's performance report from information provided by the Trustees. The firm has no other relationship with, or interests in, the Trust.

Emphasis of Matter – COVID-19

We draw attention to Note 10 of the performance report, which describes the effects of the current COVID-19 lockdown. Our opinion is not modified in respect of this matter.

Trustees' Responsibilities for the Performance Report

The Board of Trustees are responsible on behalf of the Trust for:

- (a) Identifying outcomes and outputs, and quantifying the outputs to the extent practicable, that are relevant, reliable, comparable and understandable, to report in the statement of service performance;
- (b) The preparation and fair presentation of the performance report, which comprises:
 - the entity information;
 - the statement of service performance; and
 - the statement of financial performance, statement of financial position, statement of cash flows, statement of accounting policies and notes to the performance report in accordance with Public Benefit Entity Simple Format Reporting – Accrual (Not-For-Profit) issued in New Zealand by the New Zealand Accounting Standards Board; and
- (c) For such internal control as the Trustees determine is necessary to enable the preparation of the performance report that is free from material misstatement, whether due to fraud or error.

In preparing the performance report, the Trustees are responsible for assessing the Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Trust or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Performance Report

Our objectives are to obtain reasonable assurance about whether the performance report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (NZ) and ISAE (NZ) 3000 will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of this performance report.

As part of an audit in accordance with ISAs (NZ) and ISAE (NZ) 3000, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the performance report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion, including performing procedures to obtain evidence about and evaluating whether the reported outcomes and outputs and quantification of the outputs to the extent practicable, are relevant, reliable, comparable and understandable. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Trust's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of the use of the going concern basis of accounting by the Trustees and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Trust's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the performance report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Trust to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the performance report, including the disclosures, and whether the performance report represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Trustees regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Restriction on Use

This report is made solely to the Trustees of the Trust, as a body. Our audit has been undertaken so that we might state to the Trustees of the Trust those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Trustees of the Trust as a body, for our audit work, for this report, or for the opinions we have formed.

Crowe New Zealand Audit Partnership

CHARTERED ACCOUNTANTS

Dated at Auckland this 29th day of September 2021

DIVERSITY WORKS NEW ZEALAND | MEMBERS

Thank you for your commitment to a more inclusive Aotearoa New Zealand.

FOUNDATION MEMBERS (since 1992)

Air New Zealand Limited
ANZ Bank New Zealand
ASB Bank Limited
BP Oil New Zealand Limited
Business New Zealand
Fisher & Paykel Appliances Limited
Fletcher Building Limited
Fonterra Co-operative Group Limited
KiwiRail Group
New Zealand Post Limited
Progressive Enterprises Ltd
Spark New Zealand Limited
Westpac New Zealand Limited

MEMBERS

4Sight Consulting Limited
A and T van Maren Partnership
A.C. Nielsen (N.Z.) ULC
AA Insurance Limited
AAPC Properties Pty Ltd
AbbVie Limited
Accident Compensation Corporation
Action Engineering Limited
Acumen Republic
AgResearch Limited
AIA New Zealand Limited
AIG Insurance New Zealand Limited
Airways Corporation of New Zealand Ltd
Aktive - Auckland Sport & Recreation
Allfields Customised Solutions Limited
Alpha Recruitment Limited
AlSCO NZ
Aluminium Installation & Services Limited
Ambience Tiling Limited
ANCO Properties Development Limited
Anderson Lloyd Lawyers
Antarctica New Zealand
Anthem
AON New Zealand
APM Workcare Limited
Appoint Better Boards
Ara Institute of Canterbury Limited
Ara Poutama Aotearoa - Corrections
Arbitrators' and Mediators' Institute of New Zealand
Architectus
Art Deco Interior Limited
Artemis Executive Recruitment Limited
Arup New Zealand Limited
Asco Asphalt
Aspeq Limited
Aspire2 Business | Workplace Communication
Aspire2 International
Association of Consulting Engineers New Zealand (ACENZ)
AsureQuality Ltd
Auckland Chamber of Commerce
Auckland District Health Board
Auckland International Airport Ltd
Auckland Transport
Auckland Unlimited
Auckland War Memorial Museum
Auckland Women's Centre
Aurecon New Zealand Limited
Australasian Society Of Association Executives
AUT University
Aviat Networks

Ballance Agri-Nutrients Limited
Bay of Plenty Community Trust Inc
Bay of Plenty District Health Board
Bay of Plenty Regional Council
BCITO
Beca Limited
Bell Gully
Beyond Services Ltd
Bikanervala Christchurch Limited
Blind Low Vision NZ
Blokhaus Limited
Bluebird Foods Ltd
BNC International Limited
Boffa Miskell Ltd
Born Digital Limited
Brambles New Zealand Limited
Brian Sokolich Panelbeaters Ltd
Bright Track Ltd
Briscoes Group Limited
British American Tobacco (NZ) Ltd
Brookfields Lawyers
Buffalo Plumbing and Gas Limited
Bunnings (NZ) Limited
Bupa Care Services NZ Ltd
Calibre Collision Limited
Canon New Zealand Limited
Canterbury Rugby Football Union
Capital Training Limited
Careering Options Limited
CASS HR for Department of the Prime Minister and Cabinet
CBD Windows & Doors Ltd
Central Football
CerebralFix Limited
Chapman Tripp
Chartered Accountants Australia and New Zealand
Choice Hotels Asia-Pac Pty Ltd
Chorus New Zealand Limited
Christchurch City Council
Christchurch International Airport Limited
Chubb Insurance New Zealand Limited
City Care Limited
Clemenger Group Limited
Coca-Cola Europacific Partners (NZ) Ltd
Codeblue
Coffey Services (NZ) Ltd
Cogo Connecting Good Limited
Commerce Commission
Commission for Financial Capability
Community Connections Te Hapori Awhina Tangata
Community Education Trust Auckland
Compass Group NZ Ltd
Competenz
Connexis
Conquest Training Limited
Conrad Properties Limited
Constellation Brands New Zealand
Construct Civil Limited
Consult Recruitment Limited
Contact Energy Limited
Cook Brothers Construction Limited
Counties Manukau Kindergarten Association
Coverstaff Recruitment Ltd
CPB Contractors Pty Limited
CPR Limited
Craigs Investment Partners
Creative HQ Limited
Creative New Zealand
Daehan Limited
Dairy Nutraceuticals Limited
Danone Nutricia NZ Limited
Datacom New Zealand Limited
DataSentinel Limited
Davanti Consulting Limited
Davidson Twaddle Isaac Lawyers Limited

DB Breweries Limited
DDB Group NZ
Deaf Aotearoa Holdings Limited
Dentons Kensington Swan
Dentsu Aegis Network NZ
Department of Conservation
Disability Resource Centre HB Trust
Diversity Council Australia Ltd
DLA Piper New Zealand
Downer New Zealand
Downlights Limited
Drake International
Dunedin City Council
EAP Services Ltd
EAPworks
Earthquake Commission
Edge Line Construction Limited
Education Payroll Limited
Education Perfect Limited
Education Review Office
Education Unlimited
Edvance Workplace Education
Ei Build Limited
Electricity Authority
Emerge Aotearoa Limited
Employers & Manufacturers Association (Northern) Inc
Employment Services Limited T/A Canstaff
Enable Networks Limited
Endace Measurement Systems Ltd
Engage HR Limited
ENGEO Limited
Engineering New Zealand
Enterprise IT Ltd
Environment Canterbury Limited
Environmental Protection Authority (EPA)
Equal Employment Opportunities Trust
Equifax New Zealand Information Services & Solutions Ltd
Equinox Limited
Erickson Fencing Limited
Ernslaw One Limited
Essential HR Limited
Evgeny's Construction Ltd
Far North REAP Society Inc
Farmers Mutual Group
Farmlands Co-operative Society Limited
Fidelity Life Assurance Company Limited
Financial Markets Authority (FMA)
Fire and Emergency New Zealand
First Security Guard Services Limited
Fisher & Paykel Healthcare Ltd
Flexi Group NZ Limited
Flow Transportation Specialists Limited
Flux Federation Limited
FNZ Ltd
Foodstuffs North Island Limited
Freightways Limited
Frog Recruitment Limited
Frucon Suntory Australia Pty. Limited
Fuel Storage
GBL Personnel Limited
Gentrack Limited
George Weston Foods (NZ) Limited
GHD Limited
Ghella Abergeldie Joint Venture
Glass and Window Solutions Limited
GNS Science International Limited
Golder Associates (NZ) Limited
Golf New Zealand Limited
Goodman Property Services (NZ) Limited
Government Communications Security Bureau
Graham Carr Limited
GrainCorp
Grant Thornton New Zealand Ltd

Greater Wellington Regional Council
Greenstone Solutions Limited
Halberg Foundation
Hamilton City Council
Hamilton East School
Hamilton Roofing Limited
Hanyang Corporation
Harbour Sport
Harrison Grierson Consultants Limited
Hazardco Holding Company Limited
Health Promotion Agency
Health Service Welfare Society Limited
HealthElement 2009 Ltd
Heaney & Partners Limited
HEB Construction Limited
Heritage New Zealand Pouhere Taonga
Hobson Leavy Limited
Hockey New Zealand
Holland Beckett Trustee Limited
Holmes Group
Hometouch Electrical and Automation Limited
Hope-Cross Consulting Ltd
Horticulture New Zealand Limited
Hudson Global Resources (NZ) Limited
Human Resources Institute of NZ (HRINZ)
IAG Group
IBM New Zealand Ltd
Icebreaker Limited
Industry Training Solutions Limited
Infrastructure New Zealand Limited
Infrastructure Sustainability Council
Infratec New Zealand Limited
Ingram Micro NZ Limited
Inland Revenue
Inside Executive Recruitment
Institute of Environmental Science & Research
Insurance & Financial Services Ombudsman Scheme
Itus Scaffolding Ltd
Jackson Stone and Partners
Jacobs Douwe Egberts NZ (JDE)
Jacobs New Zealand Limited
James & Wells
James Hardie New Zealand Ltd
Johnson & Johnson (New Zealand) Limited
JSR Tiling Limited
K&Y Construction Limited
Kainga Ora-Homes and Communities
Kami Limited
Kcc Construction Limited
Kerridge & Partners Ltd
Key Assets
Khan Cartage Limited
Kin Limited
Kingstone Property Ltd
Kiwi Property
Kiwi Wealth Investments LP
Kiwibank Ltd
La Marzocco Australasia Limited
Lakes District Health Board
Land Information New Zealand
Law Commission
LawWorks
Life Links
Life Recruitment Limited
Lift Education
Lincoln University
Lion NZ Limited
Lonelyseat
Lotto New Zealand
Lotus Supermarket
Louie Berkers Collision Repair Centre LTD
Lutra Limited
LYNC (NZ) Co Limited
M et M Limited

Maggie Roe-Shaw
Manaaki Whenua Landcare Research NZ Ltd
Manawatu Education Academy (PN) Limited (T/A BHB Academy)
Maori Television Service
Marsh NZ LTD
Martin Jenkins
MAS (Medical Assurance Society)
Massey University
Masterton District Council
Mather Consulting Limited
MaxiTRANS Industries
MB Century
McConnell Dowell Constructors Ltd
McDonald's Restaurants (NZ) Ltd
McPhail, Gibson & Zwart Limited
MediaWorks New Zealand
Mental Health Foundation of New Zealand
Merck Sharp & Dohme (New Zealand) Limited
Meredith Connell
Metalcraft Roofing Limited
Metro Performance Glass
Metroclad Limited
MetService NZ Ltd
MidCentral District Health Board
Midlands Health Network Limited
Milford Asset Management Limited
Ministry for Culture and Heritage
Ministry for Pacific Peoples
Ministry for Primary Industries
Ministry for the Environment
Ministry for Women
Ministry of Business, Innovation and Employment (MBIE)
Ministry of Defence
Ministry of Education
Ministry of Foreign Affairs and Trade
Ministry of Justice
Ministry of Social Development
Ministry of Transport
Minter Ellison Rudd Watts
Mondelez New Zealand
Morgan Engineering & Marine Ltd
Morphum Environmental Limited
Morrison Low & Associates Limited
MOTAT
Murphys Park Development Limited Partnership
National Institute of Water & Atmospheric Research Limited
National Personnel Ltd
National Youth Theatre Company Trust
Nauhria Precast Limited
Nauhria Reinforcing Limited
Naumi Hotels NZ PTY Limited
Naveya & Sloane Limited
Naylor Love Limited
Nelson Airport Limited
Nelson City Council
Netball New Zealand Inc
New Ground Capital Limited
New Plymouth District Council
New Zealand AIDS Foundation Te Tuuaapapa Mate Aaraiore o Aotearoa
New Zealand Careers Limited
New Zealand Customs Service
New Zealand Defence Force HQ
New Zealand Educational Institute Te Riu Roa
New Zealand Film Commission
New Zealand Football
New Zealand Game Developers Association
New Zealand Green Building Council
New Zealand Growth Capital Partners Limited
New Zealand Institute of Quantity Surveyors Incorporated
New Zealand Oil & Gas Limited
New Zealand Police

New Zealand Recreation Association Incorporated
New Zealand Red Cross
New Zealand Rugby Union Incorporated
New Zealand Steel Ltd
New Zealand Winegrowers
Newasian Logistics Ltd
NIB NZ Limited
Niche Recruitment Limited
Ninja Kiwi Limited
Nippon South Pacific Limited
Norris Ward McKinnon Limited
North Canterbury Alpine Trust
North Harbour Hockey Association Incorporated
North Island Design Limited
Northpower Ltd
NZ Council for Educational Research
NZME Publishing Limited
NZSki Limited
NZX Limited
Oaks Property Management Limited
Obertech Group
Oceania Can Limited
OCG Consulting Ltd
Office of Film & Literature Classification
Office of the Auditor-General and Controller
Office of the Clerk of the House of Representatives
Office of the Privacy Commissioner
OfficeMax New Zealand Limited
OMD New Zealand Limited
OmniTech Limited
Opotiki District Council
Opteon New Zealand
Oranga Tamariki Ministry for Children
Oriana Enterprises Limited
Orient Construction Limited
Orini Downs Station Limited
Osprey New Zealand Limited
Otago Regional Council
Ozone Group Limited
Pacific Heights Ltd
Pacific Steel (NZ) Limited
PAE (New Zealand) Limited
Palmerston North City Council
Parkable
Parker Bridge (NZ) Ltd
Parliamentary Service
Partners Life
PBO Group Limited
Puddle Thorp Ltd
Pentair Flow Technologies Pacific Pty Ltd
People Media Group 2011 Limited
PHARMAC
Philip Morris (NZ) Limited
Platinum Recruitment
Porirua City Council
Port of Tauranga Ltd
Ports of Auckland Ltd
PPG Industries NZ Ltd
Precinct Properties NZ Ltd
Predict HQ Limited
Prestige Autofinishes Limited
Primary ITO
Progress to Health
Public Relations Institute of New Zealand Incorporated
Publicis Groupe
Publishers Association of New Zealand Incorporated
Quattra Mechanical Limited
Queenstown Barber Limited
Queenstown-Lakes District Council
Radio New Zealand
Randstad Limited
Ravensdown Limited
RCP Limited
RDT Pacific Limited
Real Estate Institute of New Zealand
Real Journeys Limited

Rebel Sport
Recorded Music New Zealand Limited
Recruit IT Group Ltd
Redvespa Consultants Ltd
Remarkable Sweet Shop Limited
Reserve Bank of New Zealand
Resource Development Consultants Limited
Rider Levett Bucknall Auckland Ltd
Road Transport Forum New Zealand (Inc)
Robert Walters New Zealand Limited
RocketWerkz Studios Limited
Rolleston Central Health Limited
Rotorua Heritage Farm Limited
RSCA - Recruitment, Consulting and Staffing Association of Australia & NZ
Ruapehu Alpine Lifts Limited
RUSH Limited
Russell McVeagh
Ryan Recruitment
S & Z Enterprises Limited
Salt
Selwyn District Council
Serious Fraud Office
Shadeworld
Shamrock Recruitment Group
Shine Communications Group Limited
Shore Ceilings & Partitions Limited
Simpson Grierson
Site Safe New Zealand Inc
SKY TV
SKYCITY Auckland Limited
SnapComms Limited
Soar Printing Company Limited
Social Labour Supply Ltd
Solnet Solutions Limited
Southern Cross Health Society
Southern Cross Healthcare Limited
Southland Building Society
Southland District Council
SouthRoads Ltd
Space and Light Limited
Sparta Construction NZ Limited
Special Group Limited
Sport and Recreation New Zealand
Sport Manawatu Charitable Trust
Springload Web Design
Stakeholder Strategies Limited
Statistics New Zealand
Steelworks New Zealand Limited
Strategic Pay Limited
Stride Investment Management Limited
Sudima Hotels - Hind Management (NZ) Limited
Suncorp New Zealand
Super Power Earthmoving Limited
Supercut Engineering Ltd
Sustainable Business Network
SWR Group NZ Limited
Synlait Milk Ltd
T&G Global
TAB New Zealand (TAB NZ)
Talent Vault Group Limited
Tamaki Health
Tauranga City Council
TBWA New Zealand Limited
Te Aho o Te Kura Pounamu
Te Hopai Trust Group
Te Kawa Mataaho Public Service Commission
Te Pou o te Whakaaro Nui
Te Puni Kōkiri - Ministry of Maori Development
Te Tari Taiwhenua Internal Affairs
Te Taura Whiri i te Reo Maori Māori Language Commission
Teaching Council
Tearfund
Tegel Foods Ltd
Terra Group NZ Ltd
Tertiary Education Commission

The Career Development Company Limited
The Communication Agencies Association of NZ
The Diversity Agenda
The Fred Hollows Foundation NZ
The Hongkong & Shanghai Banking Corporation Ltd
The Lion Foundation
The New Zealand Institute for Plant and Food Research Limited
The New Zealand Society of Authors
The Otago Chamber of Commerce
The Royal Australasian College of Physicians
The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)
The Todd Corporation
RUSH Limited
Russell McVeagh
Ryan Recruitment
S & Z Enterprises Limited
Salt
Selwyn District Council
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Teaching Council
Tearfund
Tegel Foods Ltd
Terra Group NZ Ltd
Tertiary Education Commission
Members as at 30 June 2021

TRUSTEES

FOR THE YEAR ENDED 30 JUNE 2021

Susan Doughty

EEO Trust Chair,
Head of Global Reward and Insights, Zespri

Alex Chadwick

Assistant Deputy Commissioner Equal Pay,
Te Kawa Mataaho Public Services Commission

John Christie

Director of Enterprise Dunedin

Laulu Mac Leauanae

Chief Executive of the Ministry for Pacific Peoples

Chris Litchfield

Managing Director, Coca-Cola Europacific Partners
New Zealand

Adrienne Miller

Consultant and Independent Director
General Manager NZ, Infrastructure
Sustainability Council

Dr Nicola Ngawati

Director (Kaiwhakahaere Matua) of the Mana Wāhine
Joint Roopū, Manatū Wāhine Ministry for Women

Ranjna Patel

Director of Tamaki Health and Founder of
Gandhi Nivas

Debbie Power

Chief Executive of the Ministry of Social
Development

Activity

The EEO Trust was incorporated under the
Charitable Trusts Act 1957 on 31 March 1992.

The purpose of the EEO Trust is to promote to
New Zealand employers the implementation of
equal employment opportunities principles and
best practice in the work place.

For and on behalf of the Board of Trustees:



Susan Doughty

Chair, Board of Trustees
24 September 2021



John Christie

Chair, Finance Committee
24 September 2021

TRUST DIRECTORY

AS AT 30 JUNE 2021

Nature of Business

To promote to New Zealand employers the
implementation of equal employment opportunities
principles and best practice in the workplace.

Registered Office

Level 1
90 Symonds Street
Auckland Central
Auckland 1010

PO Box 12929
Auckland 1642
Ph 09 525 3023
E-mail admin@diversityworks.nz
www.diversityworks.nz

Accountants

Findex
Level 29
188 Quay Street
Auckland 1010

Auditors

Crowe Horwath New Zealand Audit Partnership
Level 29
188 Quay Street
Auckland 1010

Bankers

ASB Bank Limited
Business Banking Centre
PO Box 35
Shortland Street
Auckland 1140

Alliance Partners

- Coca Cola Amatil
- Te Tari Taiwhenua Internal Affairs
- Te Kawa Mataaho Public Services Commission
- Te Puni Kokiri
- Yellow New Zealand

Trust Settlement Date

24 March 1992



**WE HELP ORGANISATIONS
DO WORKPLACE INCLUSION WELL
AND DO WELL BECAUSE OF IT**



DIVERSITY WORKS NEW ZEALAND

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