



DIVERSITY AGENDA ACCORD MAKE THE COMMITMENT.

We've done a lot in the short life of the Diversity Agenda, but we all need to do more to drive real behavioural change. The Diversity Agenda Accord is the next step and a key tool to achieving this change, with the personal responsibility from CEs and business owners of Diversity Agenda members to be held publicly accountable for achieving truly diverse engineering and architecture professions.

WHO CAN MAKE THE COMMITMENT?

Engineering and architecture organisations, and those that work within these professions, who are members of the Diversity Agenda are welcome to commit as a signatory.

By signing up, each organisation is agreeing to the declaration and commitments set out in the **Diversity Agenda Accord**

This document captures the actions to address the following Accord tenets:

- Leaders and decision makers are leading the way.
- Our people influence our decisions and developments.
- We expect fair and inclusive treatment for and from everyone, including all organisations we work with.

You are also committing to supplying data for the metrics you are measured on, and to have an organisation representative attend the annual Accord summit.

The Diversity Agenda, and fellow Accord signatories have the right to remove signatory status if it is felt an organisation is not living up to the committed actions.

HOW TO SIGN UP

- Complete the attached form and have it signed by your chief executive or business owner.
- Email the completed form together with a full-colour, portrait photo of your chief executive or business owner to hello@diversityagenda.org
- Pay the annual administration fee invoice, which will be issued once we've received your form. Cost is based on organisation size:

> 1-15 employees	\$150
> 16-50 employees	\$200
> 51-150 employees	\$350
> 151-300 employees	\$500
> 301-500 employees	\$1,000
> 501+ employees	\$2,000

GOT ANY QUESTIONS?

Get in touch with the Diversity Agenda at hello@diversityagenda.org

YOUR ORGANISATION DETAILS

Organisation name

Organisation size

Marketing contact

Name

Job title

Phone

Email

Chief executive/business owner

Name

Job title

Phone

Email

YOUR ACTIONS

Tell us what actions you'll take to address Accord tenet 1:

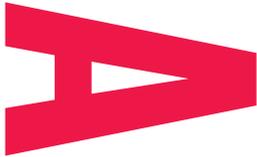
Leaders and decision makers are leading the way.

Tell us what actions you'll take to address Accord tenet 2:

Our people influence our decisions and developments.

Tell us what actions you'll take to address Accord tenet 3:

We expect fair and inclusive treatment for and from everyone, including all organisations we work with.



Engineers and architects create the world around us.

Our work is behind every major human advancement since the beginning of time, and makes people's lives better, healthier and more connected. We want engineers and architects to represent everyone, so the world they create is as diverse and inspiring as the people in it.

That's why we're committed to making our industries in New Zealand inclusive for all. Whether in the front line or a supporting role, everyone has the right to feel they belong – where they are safe, supported and valued. Anything less will not reflect the communities we support.

OUR COMMITMENT

Diverse and inclusive professions working for a diverse and inclusive nation.

1. Leaders and decision makers are leading the way.

- Awareness counts: we measure so we know how we are progressing.
- Behaviour matters: inclusion is at the centre of how we think, what we say and all we do.
- Courage catalyses: no one can be a bystander.

2. Our people influence our decisions and developments.

- We create opportunities for our people to be involved in how we plan, design and take action.
- We actively seek our people's input to shape what they need to belong.
- We implement changes that positively impact on all our people.
- We encourage creative and diverse thinking to help us and our industry embrace the changing world.

3. We expect fair and inclusive treatment for and from everyone, including all organisations we work with.

- We will close the gap on pay equity.
- We have zero tolerance for harassment and bullying, and will respond swiftly and appropriately to any allegation.
- We uncover and eliminate barriers to diversity and inclusion in our systems, practices and processes.
- We make sure our people feel safe in all places they work.

MEASURES AND MONITORING

We will use a peer accountability model to monitor adherence and progress against the Accord. This will see all signatories initially outlining how they plan to meet the three tenets of the Accord and what they're going to do to bring these to life. Once a year, the signatories will come together and report back to their peers on how they're progressing.

Signatories will be required to supply a yearly written update on how they are keeping to the three tenets, together with supplying data on the following key metrics, to demonstrate an understanding of the diversity within their organisation:

- The percentage of women in their workforce
- The percentage of women in leadership roles
- The percentage of pay equity gap
- The percentage gender pay gap
- The percentage of self-identified LGBTI+ employees
- The percentage of self-identified Māori and Pasifika employees

Signatories may also pick additional metrics to measure and report on. Suggested metrics include but are not limited to:

- The percentage of Māori and Pasifika in leadership roles
- The percentage of self-identified LGBTI+ in leadership roles
- The percentages of other ethnicities (self-identified)
- The percentage of identified disabled employees
- Improvement in staff satisfaction for inclusion shown through internal employee survey
- The percentage of females applying for jobs
- The percentage of females applying for grad positions
- The percentage of female graduates
- The percentage of female project leads

All reports will be kept by the Diversity Agenda team. The results from individual organisations will be kept private, with amalgamated anonymous results published.

At the summit after one year, discussion will be had as to whether signatories collectively commit to targets, and whether the individual written reports on the tenets should be made public.

DECLARATION

I declare my organisation will uphold the principles of the Diversity Agenda Accord.

Signature

Name

Date