

**THE
DIVERSITY
AGENDA.**

**INSIGHTS.
2021.**



ENGINEERS AND ARCHITECTS CREATE THE WORLD AROUND US.

Our work is behind every major human advancement since the beginning of time, and makes peoples' 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.

WOMEN IN TOTAL WORKFORCE 2021.

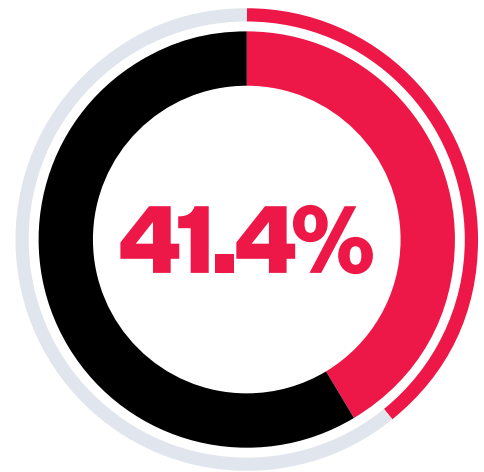
The number of women working
in firms is up 2% to 41.4%

We have an impressive representation of women, especially when it comes to our Accord architecture firms – which shows the great commitment from our Accord signatories.

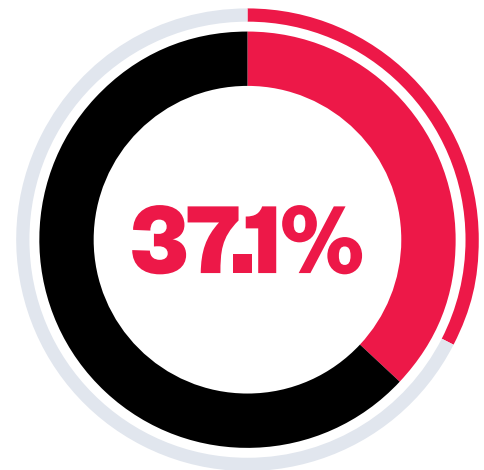
It's important to keep in mind this isn't representative of the wider professions – as some Accord firms are smaller and have high numbers of women, helping to bump the percentage up.

2020 Diversity Agenda Accord survey results.
(Represented by outer circle shown on pie-charts).

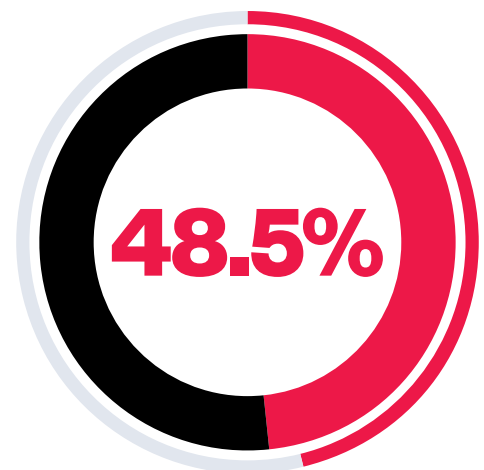
Average across all accord firms: 39.2%
Average for engineering Accord firms: 32.7%
Average for architecture Accord firms: 46.3%



Average across
all Accord firms



Average for
engineering Accord firms



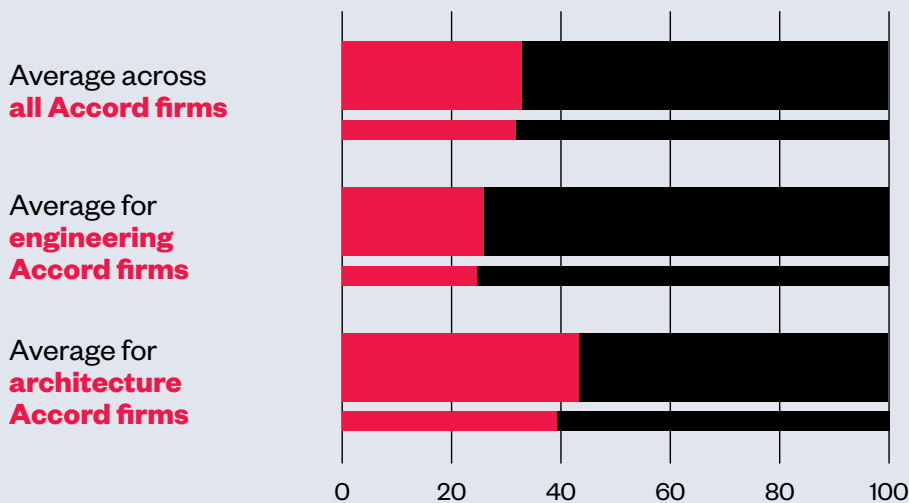
Average for
architecture Accord firms

WOMEN IN THE WORKFORCE 2021.



The number of women working in technical roles is up slightly to 31.1%

Women working in technical roles



31.1%
30.7% (2020)

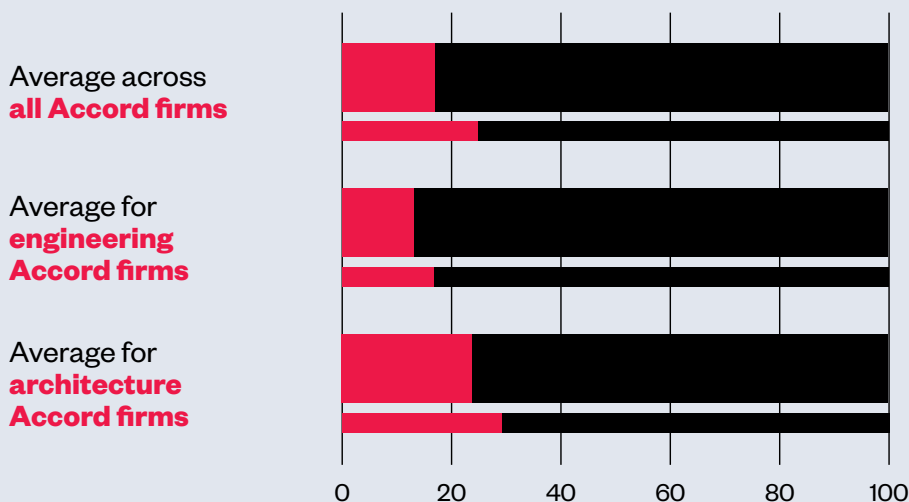
24%
22% (2020)

42.7%
39.2% (2020)

There's a slight decrease in women in leadership roles from last year going down from 22.5% to 17.5%

The number of women in leadership roles isn't reflecting the number of women working in the professions. This highlights the fact we need to keep our women in the profession by making our work environments inclusive – so they're places women want to work and keep working in.

Women in leadership roles



17.5%
22.5% (2020)

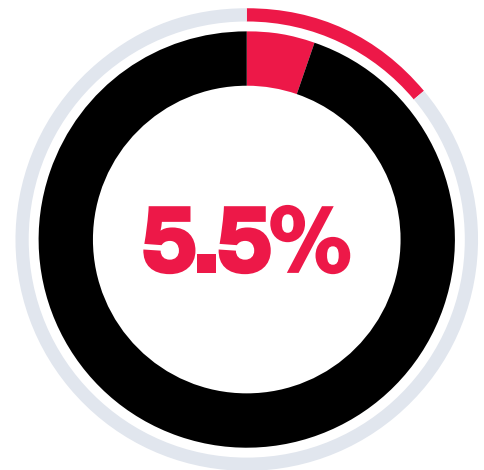
14.8%
17.8% (2020)

22.5%
27.5% (2020)

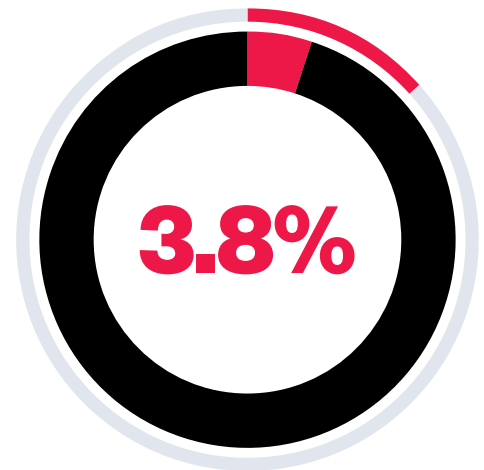
GENDER PAY EQUITY GAP.

The gender pay equity gap has decreased from 13.9% to 5.5% – a big drop from last year.

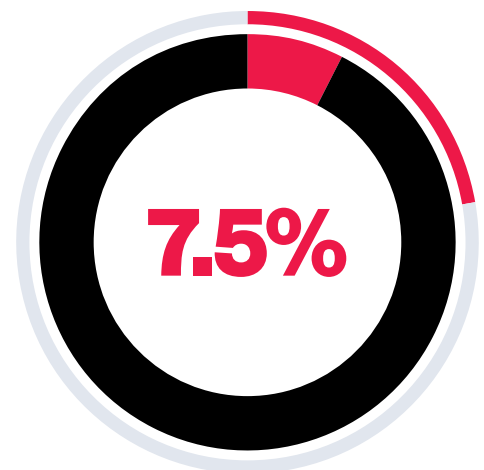
Although this is good progress, it's important to note, our smaller firms (where there's less like for like roles) have helped bring this overall percentage down.



Average across
all Accord firms



Average for
engineering Accord firms



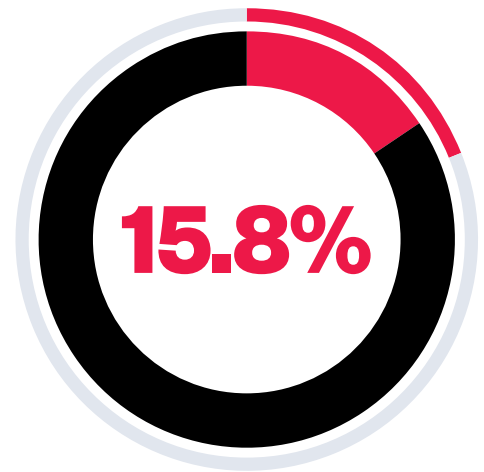
Average for
architecture Accord firms

2020 Diversity Agenda Accord survey results.
(Represented by outer circle shown on pie-charts).

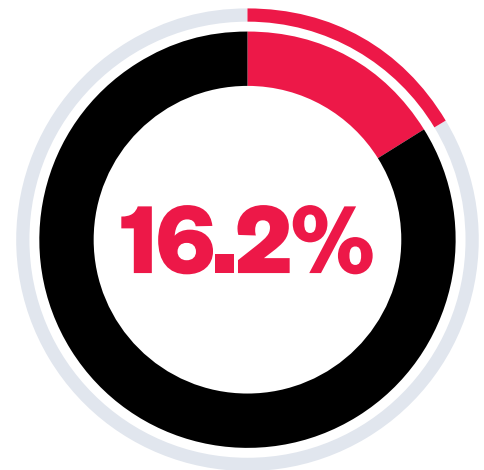
Average across all accord firms: 13.9%
Average for engineering Accord firms: 13.4%
Average for architecture Accord firms: 22.25%

GENDER PAY GAP.

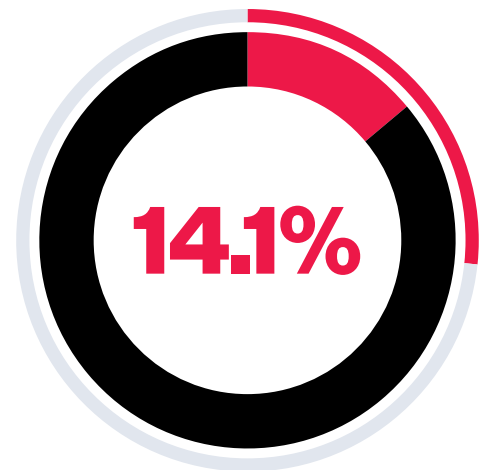
The gender pay gap has decreased to 15.8% – a 3.2% drop from last year's results, which sat at 19%.



Average across
all Accord firms



Average for
engineering Accord firms



Average for
architecture Accord firms

2020 Diversity Agenda Accord survey results.
(Represented by outer circle shown on pie-charts).

Average across all accord firms: 19%
Average for engineering Accord firms: 16.5%
Average for architecture Accord firms: 26.75%

RAINBOW COMMUNITY EMPLOYEES.

RAINBOW COMMUNITY

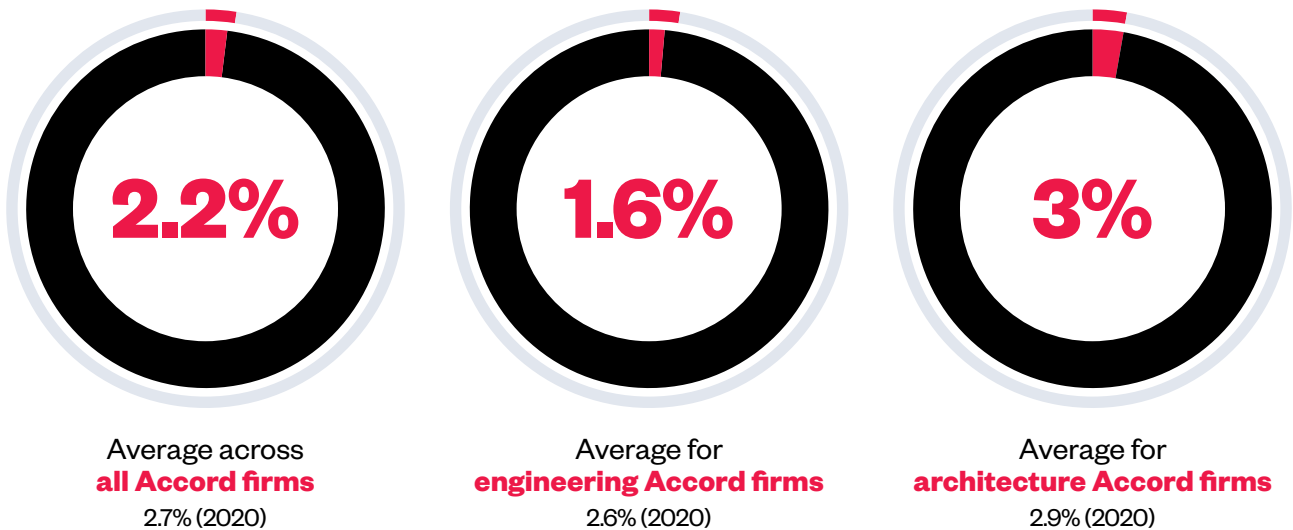
2020 Diversity Agenda Accord survey results represented by outer circle shown on pie-charts.

Data regarding the number of our rainbow community working in our professions remained roughly the same – sitting at 2.2%.

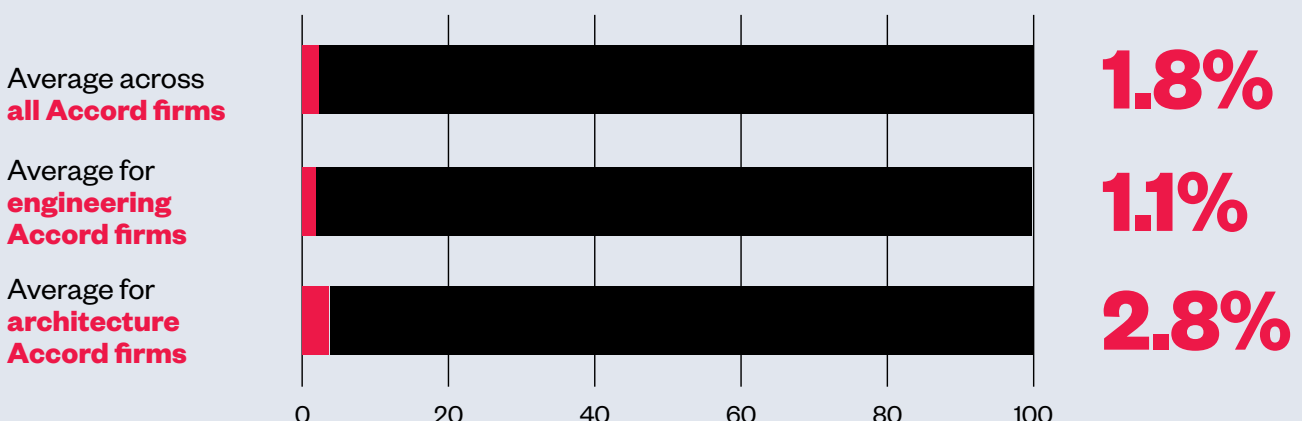
Our data sits at 2.2% – the national average is at 3.5%, according to the latest census data.

For this metric, we often hear “we don’t ask for this information because we don’t care... we accept everyone” – but this is missing the point. You should care. Everyone in your workforce should be able to bring their whole self to work and feel comfortable enough to share this information. Because everyone has different needs and by not asking these questions, you could be failing to create an inclusive environment and accommodate specific needs.

Self-identified rainbow community employees in total workforce.



Self-identified rainbow community employees in technical roles.



MĀORI AND PASIFIKA EMPLOYEES.

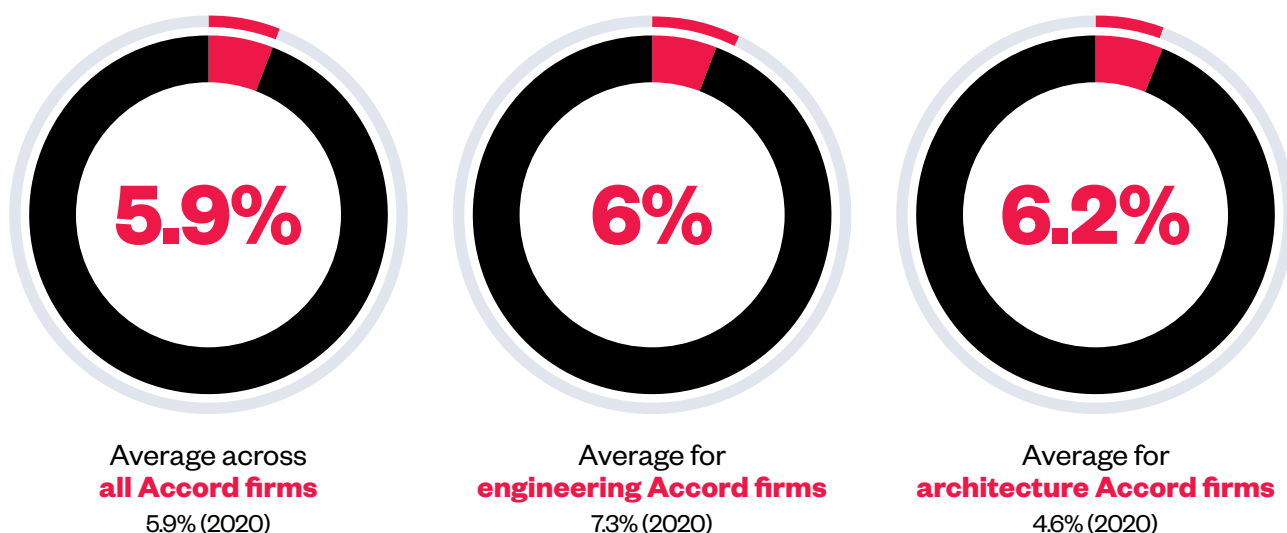
MĀORI AND PASIFIKA

2020 Diversity Agenda Accord survey results represented by outer circle shown on pie-charts.

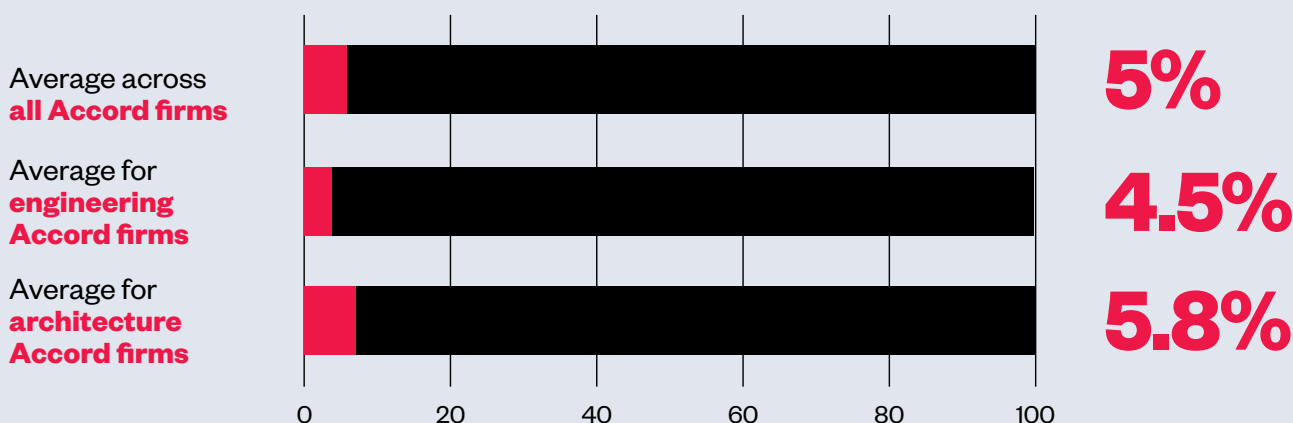
Data regarding Māori and Pasifika working in our Accord firms remained roughly the same, with only 5.9% of employees of Māori and/or Pasifika descent.

Māori makes up 16.5% of our population and Pasifika make up 9% – yet their combined average for engineers and architects sits at just 5.9%... still very low and an area that needs great attention.

Self-identified Māori and Pasifika employees in total workforce.



Self-identified Māori and Pasifika employees in technical roles.



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**THE
DIVERSITY
AGENDA.**



Te Kāhui
Whaihanga
**New Zealand
Institute of
Architects**



**association of
consulting and
engineering**