

**THE
DIVERSITY
AGENDA.**

**INSIGHTS.
2022.**



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.

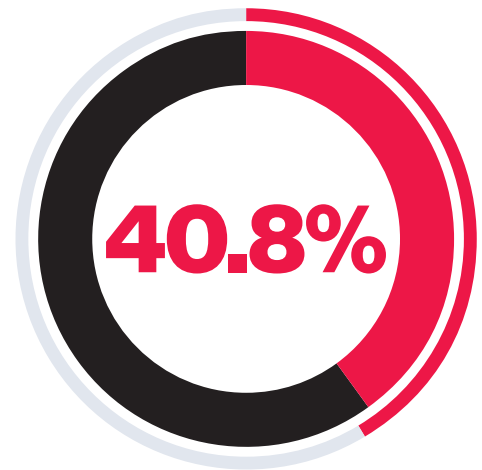
WOMEN IN TOTAL WORKFORCE 2022.

Some slight variation, but not a lot of change compared to last year.

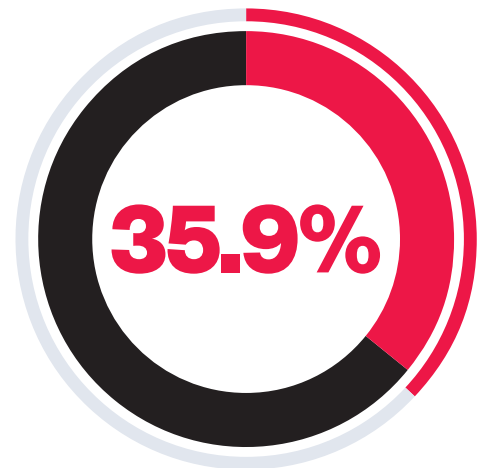
2021 Diversity Agenda Accord survey results.
(Represented by outer circle shown on pie-charts).

Question asked: What is the percentage of women in your total workforce?

Average across all accord firms: 41.4%
Average for engineering Accord firms: 37.1%
Average for architecture Accord firms: 48.5%



Average across
all Accord firms



Average for
engineering Accord firms



Average for
architecture Accord firms

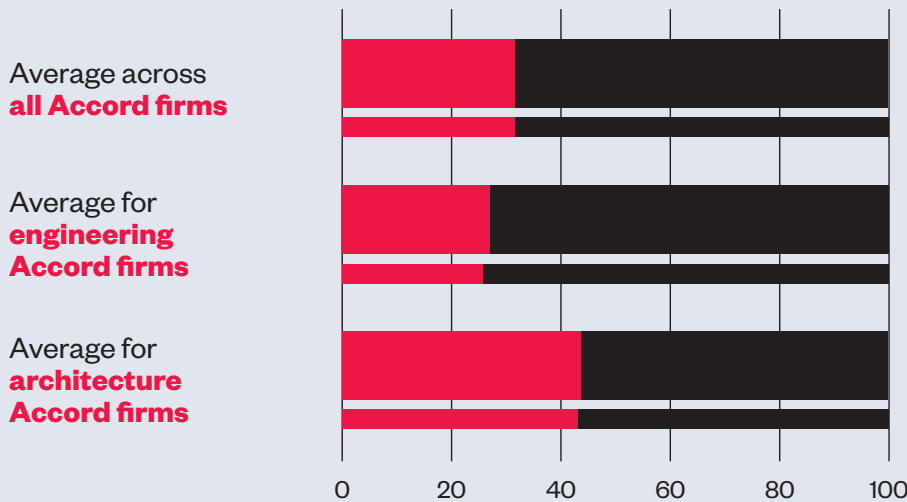
WOMEN IN THE WORKFORCE 2022.

Slim bar represents the 2021 Diversity Agenda Accord survey results for the following questions:

What is the percentage of women in your workforce in an engineering/architecture role?

What is the percentage of women in your workforce in an engineering/architecture leadership role?

Women working in technical roles.



31.1%

31.1% (2021)

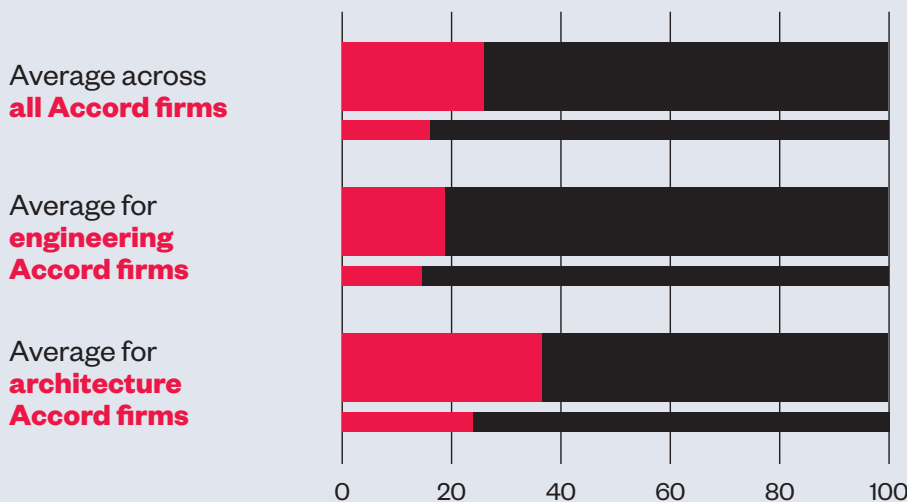
25.4%

24% (2021)

42.5%

42.7% (2021)

Women in leadership roles.



25.6%

17.5% (2021)

19.5%

14.8% (2021)

38.1%

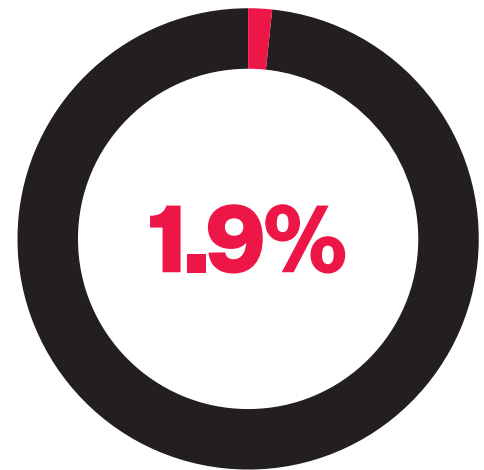
22.5% (2021)

GENDER DIVERSE/ NON-BINARY IN TOTAL WORKFORCE 2022.

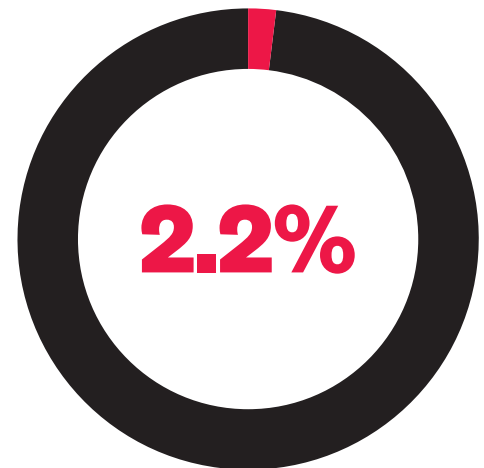
This is the first year we've specifically requested data on gender diverse/non-binary employees.

The following points should be noted:

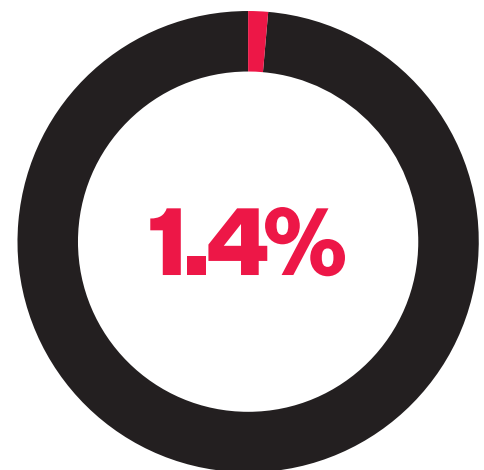
1. The survey did not allow for decimal point numbers so as a result firms that tried to input a figure in between 0.01% and 0.99% for any of their answers, were recorded as 0%.
2. Not all firms have asked their staff a question regarding their gender so for some firms they declared 0% but noted it was either assumed or data not collected.



Average across
all Accord firms



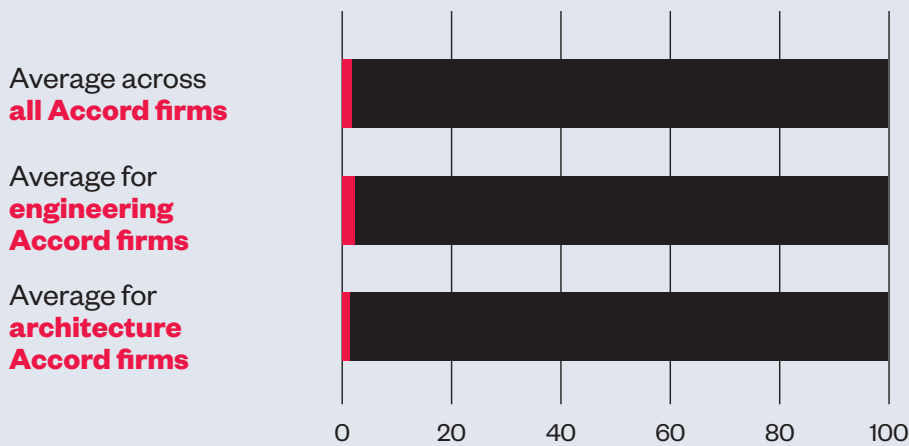
Average for
engineering Accord firms



Average for
architecture Accord firms

GENDER DIVERSE/ NON-BINARY IN THE WORKFORCE 2022.

Self-identified gender diverse/non-binary employees in technical roles.

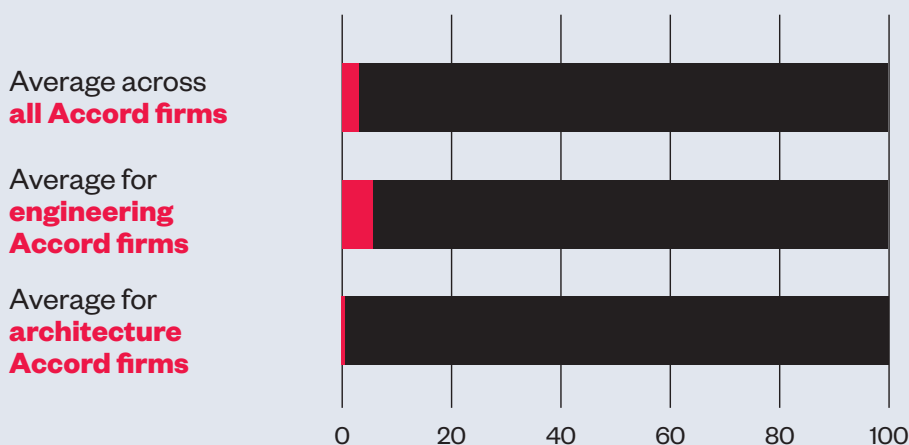


1.8%

1.9%

1.6%

Self-identified gender diverse/non-binary employees in leadership roles.



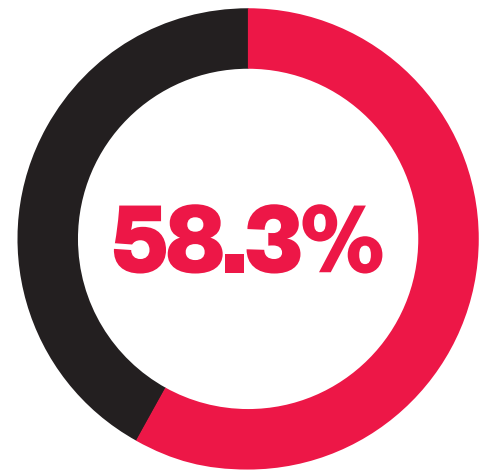
2.3%

4%

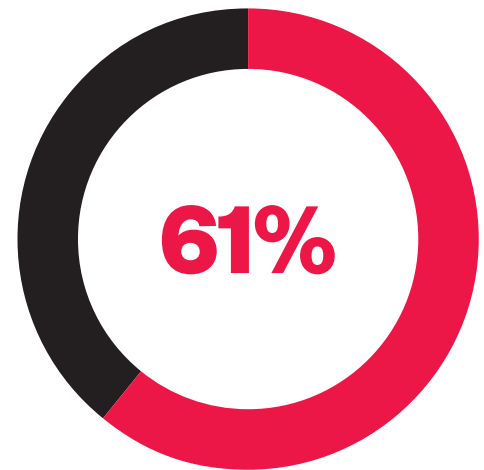
0.3%

MEN IN TOTAL WORKFORCE 2022.

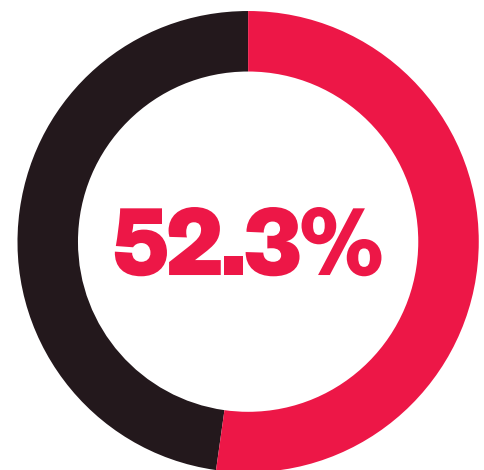
This is the first year we've specifically requested data on men in the workforce.



Average across
all Accord firms



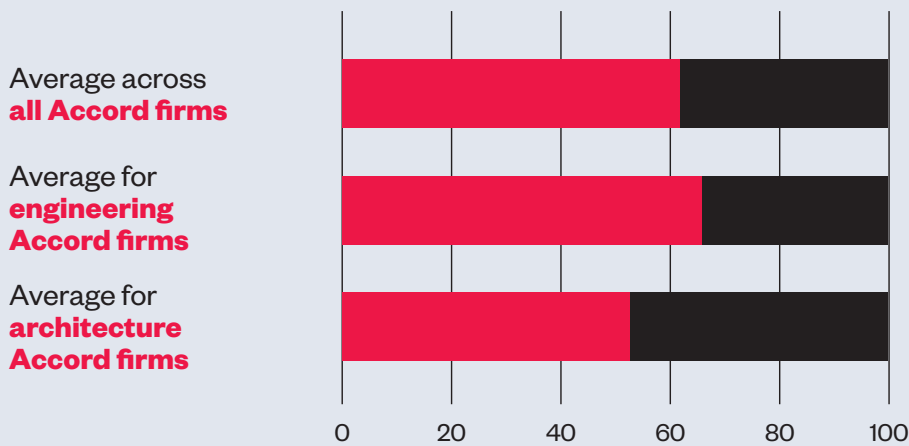
Average for
engineering Accord firms



Average for
architecture Accord firms

MEN IN THE WORKFORCE 2022.

Men working in technical roles.

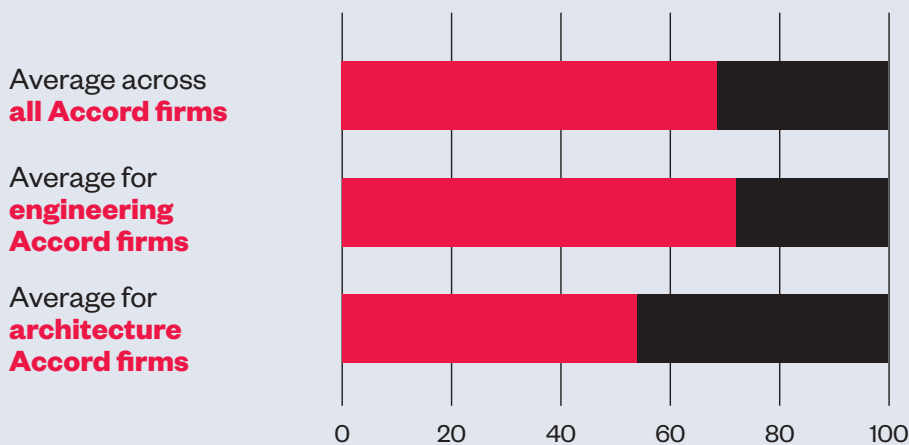


61.8%

65.4%

53.9%

Men in leadership roles.



67.8%

73.7%

54.9%

MĀORI EMPLOYEES IN TOTAL WORKFORCE 2022.

This is the first year we've specifically requested data on Māori employees – previously the question has been 'Māori and Pacific Peoples'.

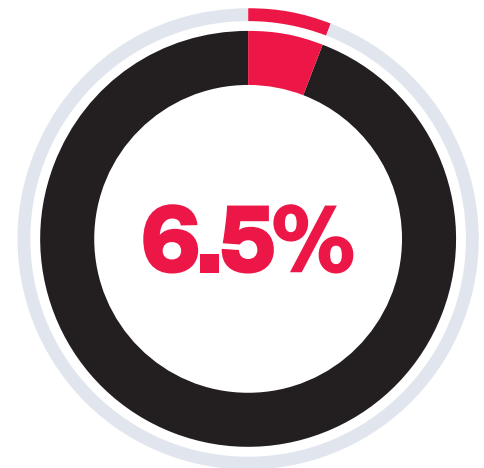
2021 Diversity Agenda Accord survey results.
(Represented by outer circle shown on pie-charts).

Question asked: What is the percentage of self-identified Māori and Pacific Peoples in your total workforce?

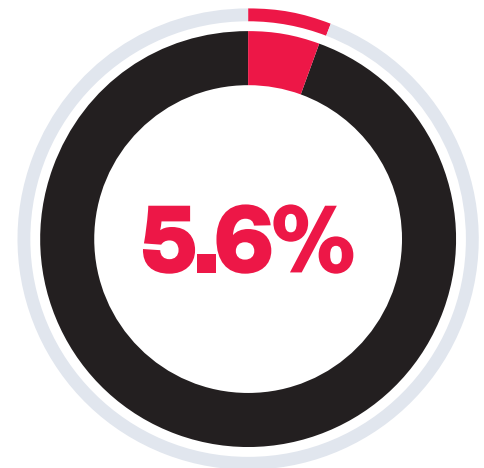
Average across all accord firms: 5.9%

Average for engineering Accord firms: 6%

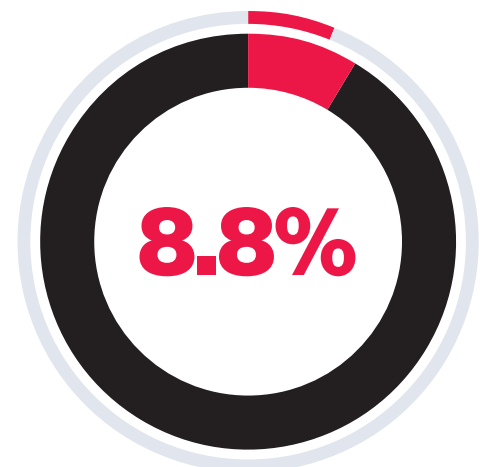
Average for architecture Accord firms: 6.2%



Average across
all Accord firms



Average for
engineering Accord firms



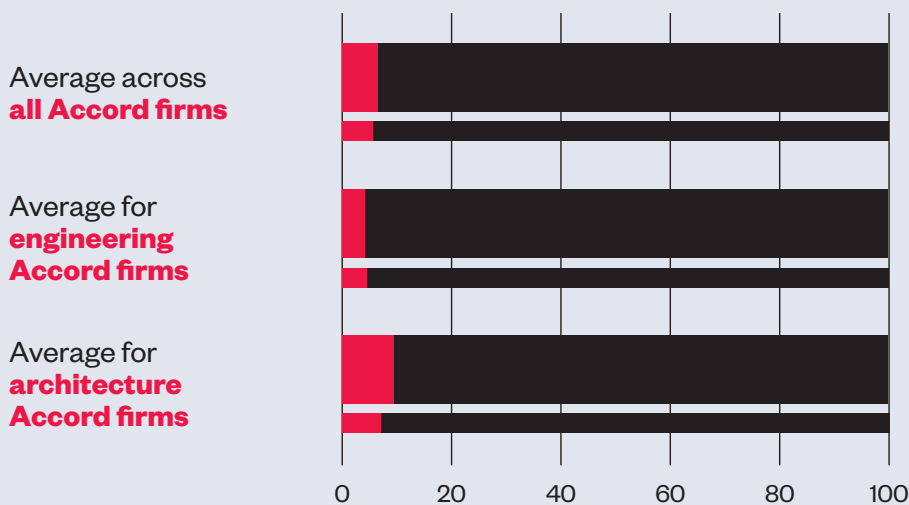
Average for
architecture Accord firms

MĀORI EMPLOYEES IN THE WORKFORCE 2022.

Slim bar represents the 2021 Diversity Agenda Accord survey results for the following question:

What is the percentage of self-identified Māori and Pacific Peoples in your workforce in an engineering/architecture role?

Self-identified Māori employees in technical roles.



5.4%

5% (2021)

4.3%

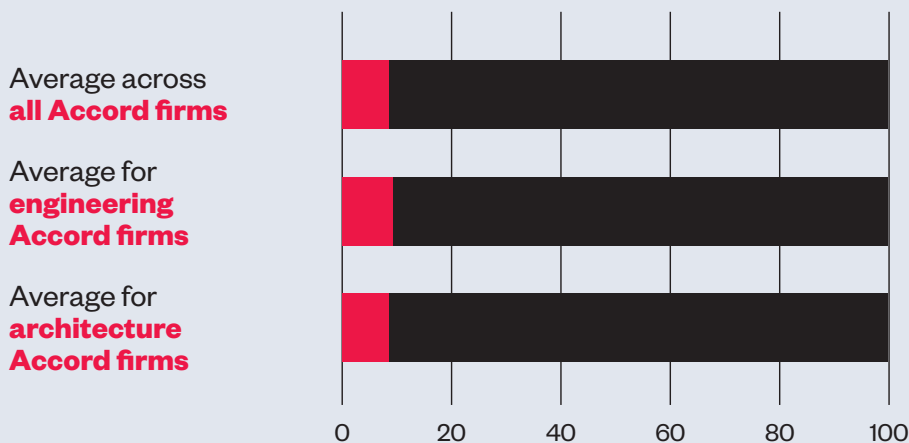
4.5% (2021)

8.1%

5.8% (2021)

This is the first year we have requested data on Māori in leadership roles.

Self-identified Māori employees in leadership roles.



8.4%

8.7%

7.9%

PACIFIC PEOPLES IN TOTAL WORKFORCE 2022.

This is the first year we've specifically requested data on Pacific Peoples employees, – previously the question had been 'Māori and Pacific Peoples'.

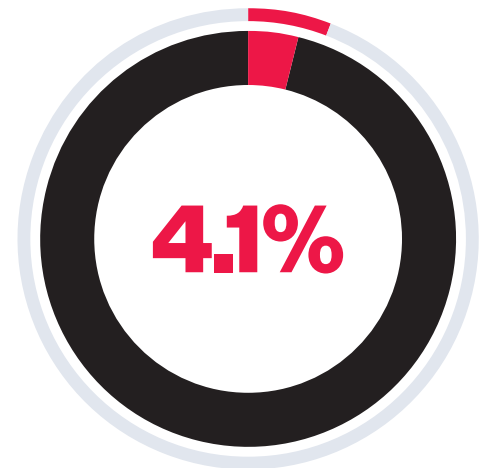
2021 Diversity Agenda Accord survey results.
(Represented by outer circle shown on pie-charts).

Question asked: What is the percentage of self-identified Māori and Pacific Peoples in your total workforce?

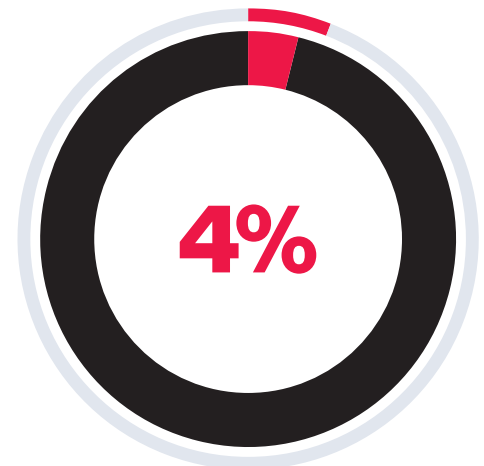
Average across all accord firms: 5.9%

Average for engineering Accord firms: 6%

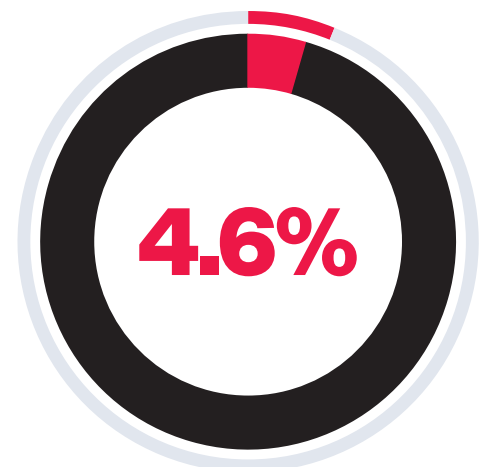
Average for architecture Accord firms: 6.2%



Average across
all Accord firms



Average for
engineering Accord firms



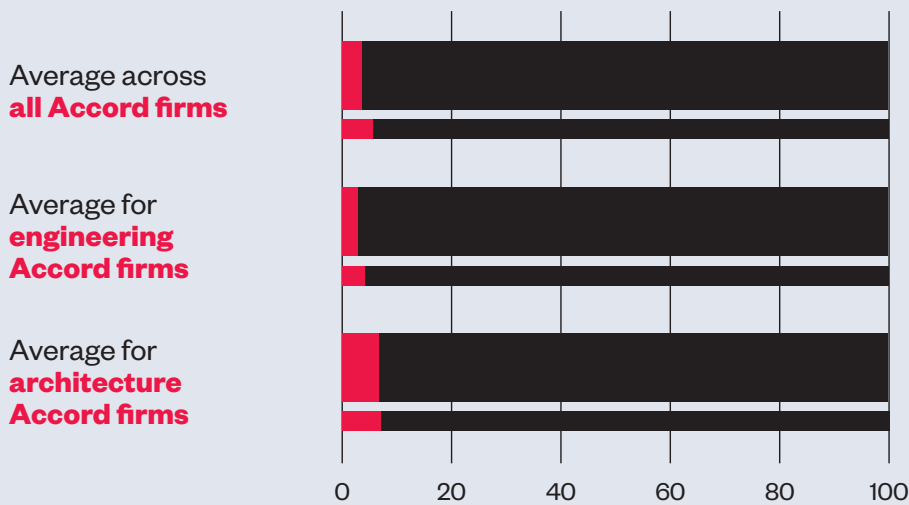
Average for
architecture Accord firms

PACIFIC PEOPLES IN THE WORKFORCE 2022.

Slim bar represents the 2021 Diversity Agenda Accord survey results for the following question:

What is the percentage of self-identified Māori and Pacific Peoples in your workforce in an engineering/architecture role?

Self-identified Pacific Peoples employees in technical roles.



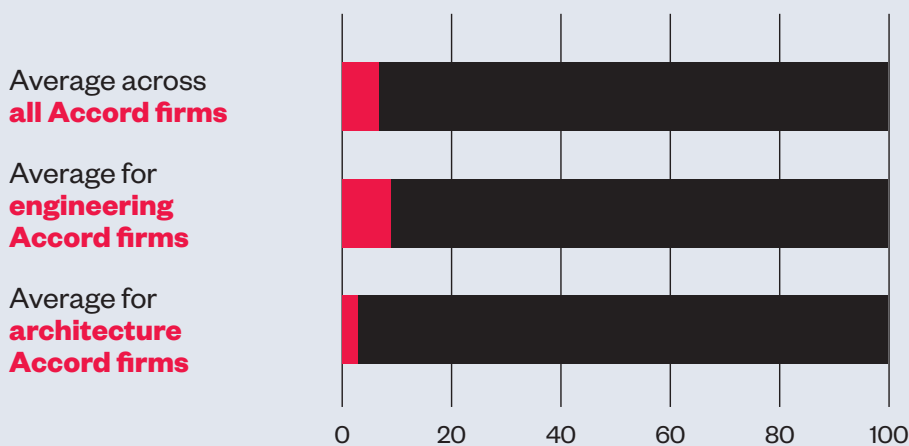
3.7%
5% (2021)

3.1%
4.5% (2021)

5.5%
5.8% (2021)

This is the first year we've requested data on Pacific Peoples in leadership roles.

Self-identified Pacific Peoples employees in leadership roles.



6.9%

8.1%

3%

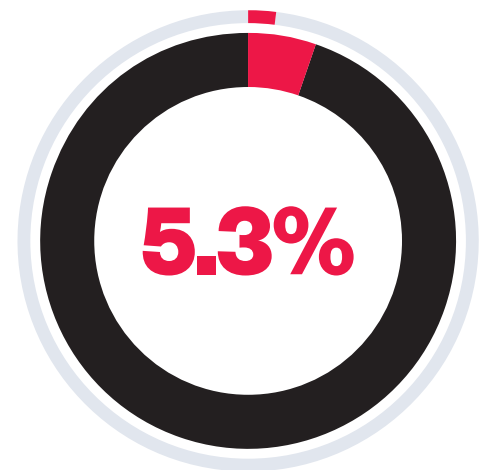
RAINBOW COMMUNITY IN TOTAL WORKFORCE 2022.

This year's results show a noticeable increase in rainbow community employees, potentially due to more firms requesting this data from employees compared to previous years.

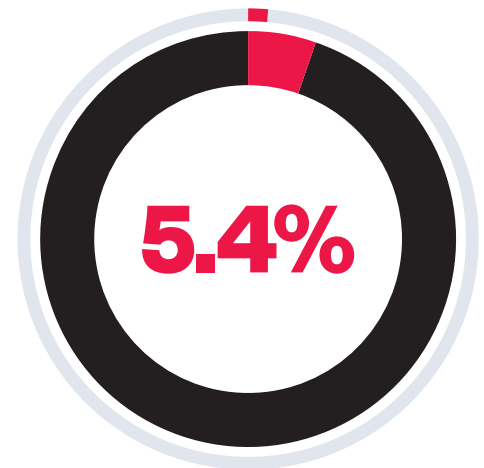
2021 Diversity Agenda Accord survey results.
(Represented by outer circle shown on pie-charts).

Question asked: What is the percentage of self-identified LGBTQIA+ employees in your total workforce?

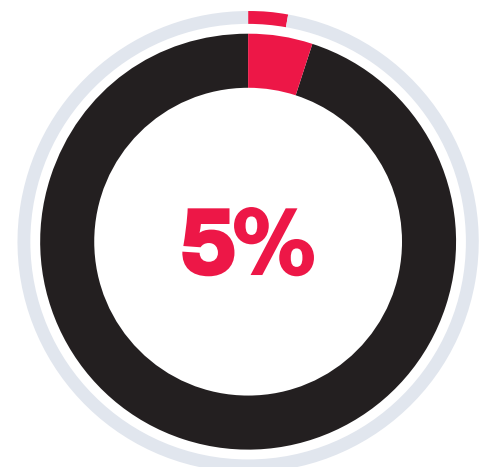
Average across all accord firms: 2.2%
Average for engineering Accord firms: 1.6%
Average for architecture Accord firms: 3%



Average across
all Accord firms



Average for
engineering Accord firms



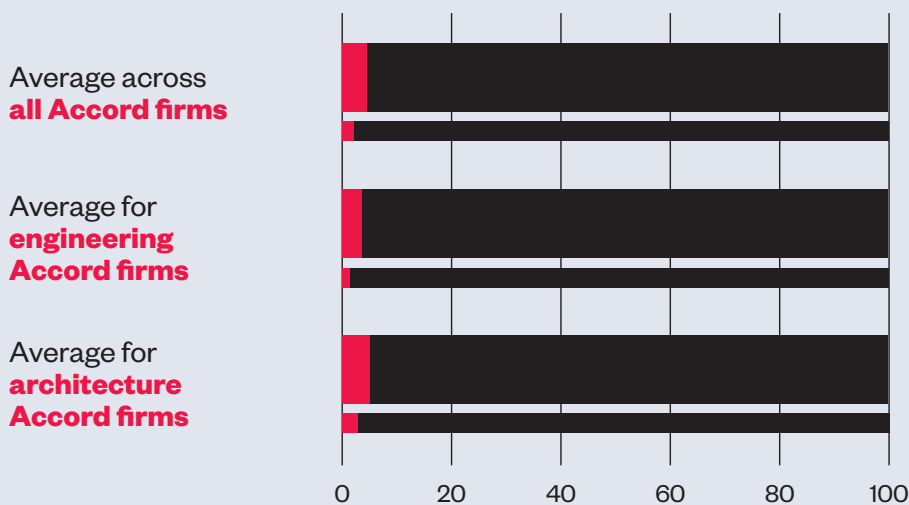
Average for
architecture Accord firms

RAINBOW COMMUNITY IN THE WORKFORCE 2022.

Slim bar represents the 2021
Diversity Agenda Accord survey
results for the following question:

What is the percentage of self-
identified LGBTQIA+ employees in
your workforce in an engineering/
architecture role?

Self-identified rainbow community employees in technical roles.



4.8%

1.8% (2021)

4.4%

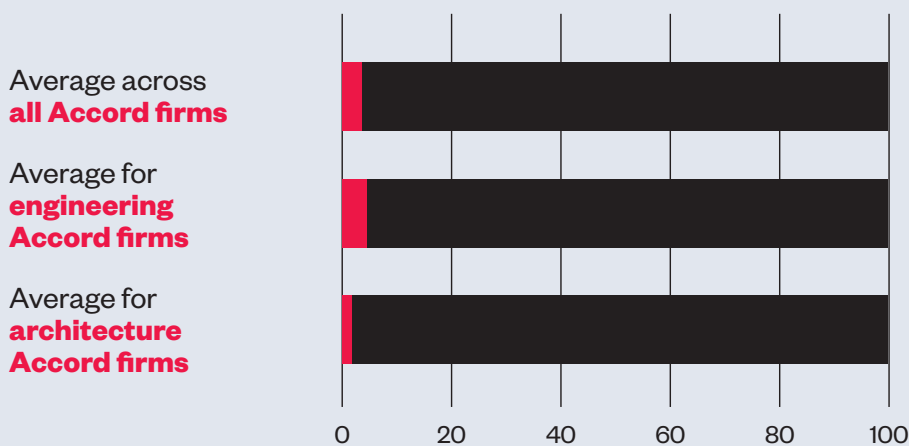
1.1% (2021)

5.6%

2.8% (2021)

This is the first year we've requested data on
Rainbow Community in leadership roles.

Self-identified rainbow community employees in leadership roles.



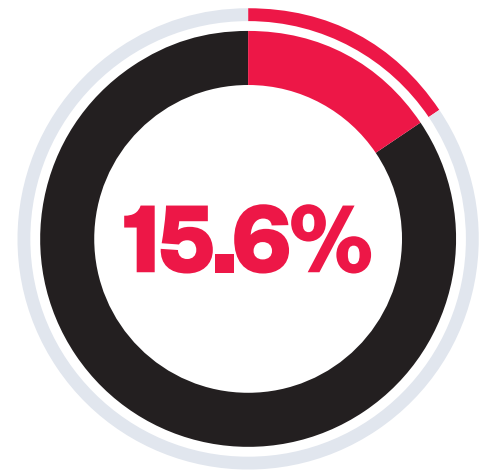
4.6%

5.2%

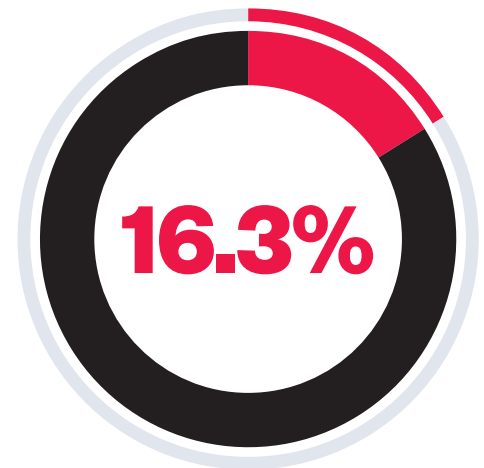
2%

GENDER PAY GAP.

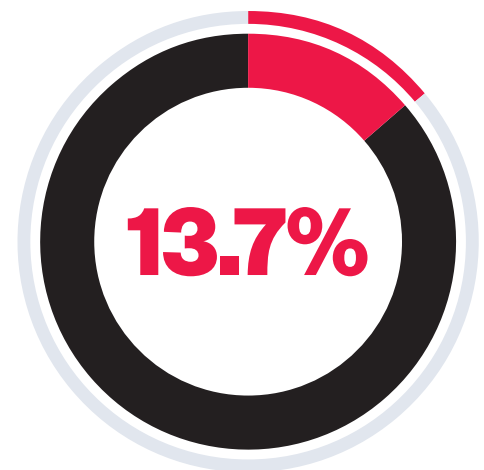
Little variation compared to last year.



Average across
all Accord firms



Average for
engineering Accord firms



Average for
architecture Accord firms

2021 Diversity Agenda Accord survey results.
(Represented by outer circle shown on pie-charts).

**Question asked: What is your gender pay gap
as a percentage?**

Average across all accord firms: 15.8%
Average for engineering Accord firms: 16.2%
Average for architecture Accord firms: 14.1%

GENDER PAY EQUITY GAP.

Little variation on the collective overall data.

However, this is in part due to a very small number of firms who have declared a 20+% gender pay equity gap.

The encouraging news is, only 16% of Accord firms declared a Gender Pay Equity Gap of 5% or more – down from 49.9% of firms last year.

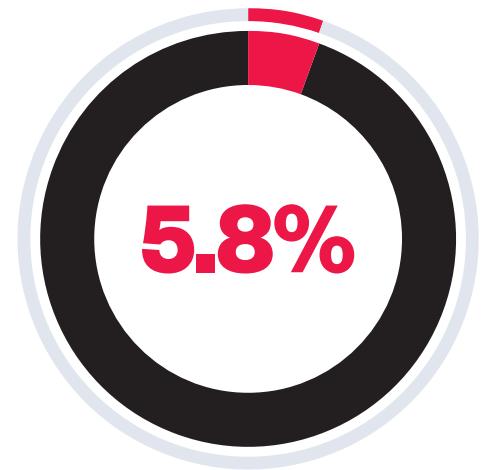
2021 Diversity Agenda Accord survey results.
(Represented by outer circle shown on pie-charts).

Question asked: What is your gender pay equity gap as a percentage?

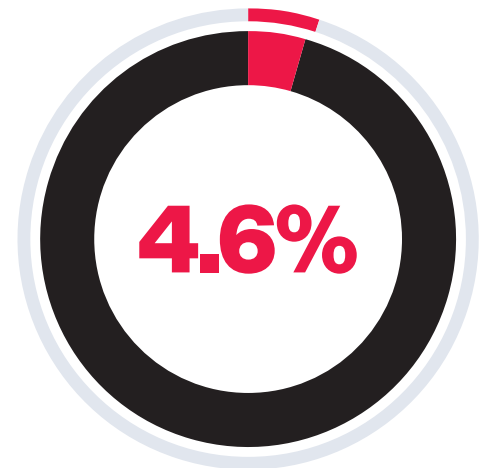
Average across all accord firms: 5.5%

Average for engineering Accord firms: 3.8%

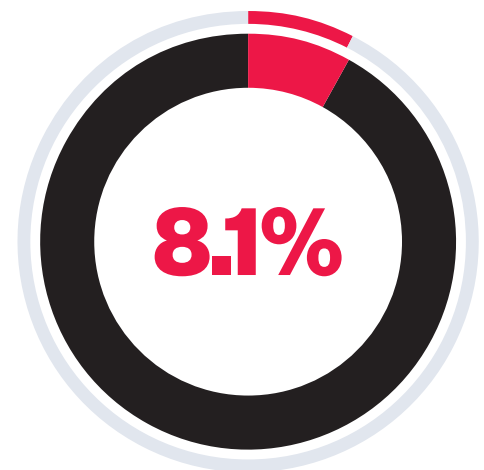
Average for architecture Accord firms: 7.5%



Average across
all Accord firms



Average for
engineering Accord firms



Average for
architecture Accord firms

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A

**THE
DIVERSITY
AGENDA.**



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



**association of
consulting and
engineering**