



**THE
DIVERSITY
AGENDA.**

TACTICAL ACTION PLAN.

YEAR ONE 2023–2024



INTRODUCTION.



VISION.

We help design and create the future of Aotearoa. Our professions include everyone so the world we shape is as diverse and inspiring as the people in it.



PURPOSE.

The Purpose of the action plan is to provide a roadmap of actions that we're working towards to help us achieve our vision and make progress against our **2025 Diversity Agenda Strategy** and the six success measures outlined on our **plan on a page**.



BACKGROUND.

Below you'll find our priorities for year one, which include actions to achieve systemic change, programmes to lift the capability of our members, and opportunities to connect our members on the things that matter most.

We will update the action plan on a quarterly basis to capture progress and include any further actions we are taking to achieve our 2025 strategy.

STRATEGIC LINKS	WHAT WE WILL DO	OUR ACTIVITIES IN 2023/24	BY WHEN	STATUS
Build a network of champions advocating for diversity & inclusion	MASTERCLASS: Establish Diversity & Inclusion 'Community Leads groups'	Bring DEI Community leads from Accord signatory firms together to build working groups who collaborate, share learnings and get traction against various industry goals in the DEI strategy.	March 2023 – ongoing	Underway
Raise the profile of LGBTQIA creating opportunities for our members to increase their awareness and knowledge	EVENT/CELEBRATION Pride Auckland, Wellington & Christchurch	Bring industry together to support events such as Ponsonby Pride Parade (Led by T+T, WSP and The Diversity Agenda) Pride Networking event – Led by Beca Regional events led by Aecom	March 2023	Completed /underway
Build a network of champions advocating for diversity and inclusion	TOOLKIT Build Members Toolkit on Diversity Agenda website	Develop toolkit for members to include partners matrix, links to industry best practise policies and resources.	March 2023 – ongoing	Underway
Build a network of champions advocating for diversity and inclusion	EVENT/CELEBRATION Māori business Leader's forum	Provide sponsorship for Māori business Leader's forum and connect and understand what Māori Leader's in industry need to thrive in our industry now and into the future.	March 2023	Completed
Create equitable and inclusive cultures where everybody thrives	Advance Māori cultural competence across industry	Working in partnership with Toa Architecture provide platform to support members of all sizes increase Māori cultural competence.	March 2023 – ongoing	Underway
Create equitable and inclusive cultures where everybody thrives	EVENT/CELEBRATION International women's day in partnership with WSP	Webinar hosted in partnership with WSP, The Curve and Dignity. Promote links to webinar across communication channels.	8 March 2023	Completed
All firms have a Diversity & Inclusion strategy in place	MASTERCLASS: Building your Diversity & Inclusion strategy	We will host a Teams meet-up connecting Accord signatories across NZ with the goal to our share roll out plan and hear from Executive leaders on what is front of mind this year in the DEI space to encourage learnings.	April 2023	Underway
Build a network of champions advocating for diversity and inclusion	Research and explore sustainable funding model to support the future of the Diversity Agenda / Accord	Working with Steering group review existing funding model and explore options for 24/25 and beyond.	April 2023	Scoping action

STRATEGIC LINKS	WHAT WE WILL DO	OUR ACTIVITIES IN 2023/24	BY WHEN	STATUS
Build a network of champions advocating for diversity & inclusion Success measure: (Grow the movement by 20%)	EVENT/CONNECTION OPPORTUNITY Learn about the Diversity Agenda Accord with Guest speaker (Wellington)	Connection opportunity for our Wellington existing and prospective members to learn about The Diversity Agenda and Accord and encourage connection, learnings and engagement in Wellington.	April / May 2023 (TBC)	Underway
Understand our workforce & create pathways for participation & growth	Collect data from Accord signatory firms for annual reporting	Working in partnership with outsource provider commence data collection process ahead of Accord summit at Parliament in June.	April – June 2023	Scoping action
Create equitable and inclusive cultures where everybody thrives	Bring the voice of the people to our work plans	Decide on an approach to connect with employees from member firms to capture the voice of the people and provide support and tools for organisations to create inclusive cultures across the industry through the Diversity Agenda toolkit.	April – June 2023	Scoping action
Understand our workforce & create pathways for participation & growth	EVENT/CELEBRATION Samoan language week	Communications campaign.	29 May 2023	Scoping action
Raise the profile of neurodiversity, creating opportunities for our members to increase their awareness and knowledge	MASTRERCLASS BREAKFAST: Neurodiversity	Neurodiversity Masterclass with Brain Badge in Partnership with ACE and Auckland Transport.	15 June 2023	Underway
Understand our workforce & create pathways for participation & growth Build a network of champions advocating for diversity & inclusion	Build relationships with Education sector	Build relationships with change makers in the education sector to inspire more underrepresented groups to see a future in our industry.	June 2023 – ongoing	Underway
Build a network of champions advocating for diversity & inclusion Success measure: (Grow the movement by 20%)	Grow the movement	Develop membership strategy to grow the movement.	June 2023 – ongoing	Scoping action

STRATEGIC LINKS	WHAT WE WILL DO	OUR ACTIVITIES IN 2023/24	BY WHEN	STATUS
Understand our workforce & build a network of champions advocating for diversity & inclusion	Accord signatory summit – Parliament	We have confirmed Minister Willie Jackson as host and Jehan Casinader as MC – the purpose of the event is to review and celebrate progress and confirm focus areas aligned to 2025 strategy.	21 July 2023	Underway
Create equitable and inclusive cultures where everybody thrives	MASTERCLASS Closing the gender pay equity gap	Masterclass with wrap around tools and best practice guide to support members to close the gender pay equity gap.	June 2023	Scoping action
Create equitable and inclusive cultures where everybody thrives	EVENT/CELEBRATION Women in Architecture Day	We will connect in with our members and industry partners to show support and mark the day through our communication channels.	5 June 2023	Scoping action
Create equitable and inclusive cultures where everybody thrives	EVENT/CELEBRATION Women in Engineering Day	We will connect in with our members and industry partners to show support and mark the day through our communication channels.	23 June 2023	Scoping action
Create equitable and inclusive cultures where everybody thrives	MASTERCLASS Unconscious knowledge & Bias	Bias Buster Masterclasses will be available for Accord signatories to attend to understand unconscious knowledge and the impact this knowledge has on decision making in business.	July 2023	Scoping action
Understand our workforce & create pathways for participation & growth	EVENT/CELEBRATION Matariki	We will connect in with our members and industry partners to show support and mark the day through our communication channels.	14 July 2023	Scoping action
Understand our workforce & create pathways for participation & growth	EVENT/CELEBRATION Cook Island Language week	Communications campaign.	31 July 2023	Scoping action
Raise awareness of Disability: Create equitable and inclusive cultures where everybody thrives	MASTERCLASS Disability breakfast with expert support partners	Partnering with experts in the field to help our members connect and learn – inspiring a stronger focus on disability across our industry.	August 2023	Scoping action
Create equitable and inclusive cultures where everybody thrives	EVENT/CELEBRATION Women's Suffrage	We will connect in with our members and industry partners to show support and mark the day through our communication channels.	19 September 2023	Scoping action

STRATEGIC LINKS	WHAT WE WILL DO	OUR ACTIVITIES IN 2023/24	BY WHEN	STATUS
Understand our workforce & create pathways for participation & growth	EVENT/CELEBRATION Te Wiki o te Reo Māori	Communications campaign.	13–19 September	Scoping action
Understand our workforce & create pathways for participation & growth	PLAYBOOK Hiring for diversity and helping talent to thrive	Working with Tonkin + Taylor and strategic pay this project aims to achieve consistency across role profiles and the qualifications and experience required to enter and thrive within the industry.	October 2023	Underway
Create equitable and inclusive cultures where everybody thrives	EVENT/CELEBRATION Diwali	Communications campaign.	12 November 2023	Scoping action
Build a network of champions advocating for diversity & inclusion	EVENT End of year wrap up	Celebrating our successes in 2023 – connect and share stories to round out the year.	November/ December 2023	Scoping action

Diversity Agenda
hello@diversityagenda.org
diversityagenda.org

A

**THE
DIVERSITY
AGENDA.**



Te Kāhui
Whaihanga
New Zealand
Institute of
Architects

