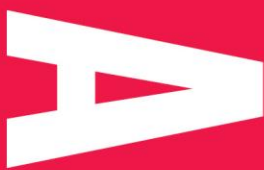


# ACCORD SURVEY 2023

## QUESTIONS

May 2023



**THE  
DIVERSITY  
AGENDA.**



**engineering  
new zealand**



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



**association of  
consulting and  
engineering**

# SURVEY QUESTIONS

<b>Gender Diversity in the workforce</b>
What number of your Senior Leadership identify as the following gender? - Man, Woman, Gender Diverse, Other Identification, Not Stated
What number of your People Leadership identify as the following gender? - Man, Woman, Gender Diverse, Other Identification, Not Stated
What number of your General Staff identify as the following gender? - Man, Woman, Gender Diverse, Other Identification, Not Stated
<b>Māori in the workforce</b>
What number of your Senior Leadership identify as Māori?
What number of your People Leadership identify as Māori?
What number of your General Staff identify as Māori?
<b>Pacific Peoples in the workforce</b>
What number of your Senior Leadership identify as a Pacific Person?
What number of your People Leadership identify as a Pacific Person?
What number of your General Staff identify as a Pacific Person?
<b>Neurodiversity in the workforce</b>
What number of your Total Workforce identify as Neurodiverse?
What training and resources do you have in place to support your neurodiverse workforce?

<b>LGBTQIA+ in the workforce</b>
What number of your Total Workforce identify as LGBTQIA+?
What training and resources do you have in place to support your LGBTQIA+ workforce?
<b>Disabilities in the workforce</b>
What number of your Total Workforce have a disability, long-term condition, or mental health condition that limits their ability to carry out everyday activities?
What training and resources do you have in place to support your employees that have a disability, long-term condition, or mental health condition that limits their ability to carry out everyday activities?
<b>Gender Pay Gap</b>
What is your gender pay gap as a percentage?
What is your gender pay equity gap as a percentage?
<b>Strategic Actions: Diversity Strategy</b>
<p>Does your firm have a diversity strategy in place?</p> <p><i>Diversity strategies are processes and procedures that increase the diversity of a workforce. This could be a formal strategy/policy or if a small firm, may be relatively informal. (this question is mandatory)</i></p> <p><i>*If respondents answer 'No', they will be asked</i></p> <ul style="list-style-type: none"> <li>• Does your firm plan to implement a diversity strategy by the end of 2025?</li> </ul> <p><i>*If respondents answer 'Yes', they will be asked</i></p> <ul style="list-style-type: none"> <li>• What year was your firm's diversity strategy implemented? (this question is optional)</li> </ul>

**Strategic Actions: Māori Cultural Competence**

Has your firm taken actions to develop Māori cultural competence?

*There are a variety of ways to develop Maori cultural competence, if respondents answer yes, there is an opportunity to discuss the ways in which their firm is doing so.*

*\*If respondents answer 'Yes', they will be asked*

What actions has your firm taken to develop Māori cultural competence?

- Offering Te Reo lessons either within the workplace or through an external provider
- Māori and English signage around the workplace
- Te Tiriti o Waitangi workshops
- Embedding tikanga (customs) at work
- Other (please specify)

**Strategic Actions: Education Sector**

Does your firm have relationships in the education sector to inspire Māori, Pacific peoples, women+, and under-represented groups to enter the engineering and/or architecture industry? (this question is mandatory)

*\*If respondents answer 'Yes', they will be asked*

Please provide detail on the relationships you have in the education sector to inspire Maori, Pacific peoples, women+, and under-represented groups to enter the engineering and/or architecture industry e.g. with what partners, the kind of relationship

(this question is optional)

**Strategic Actions: Diversity & Inclusion Practise**

Please provide examples of diversity and inclusion practices (if any) your firm has in place in order to attract and retain talent

**Reflection**

We're committed to continuously improving the effectiveness of the work we do here at the Diversity Agenda, and we value your feedback as an integral part of this process. We'd appreciate it if you could take a few minutes to let us know what works well, what doesn't work well for your firm, and what areas your firm would like more support and guidance on in the future.

*Respondents will have the opportunity to answer this open-ended question in a commentary box.*