

# ANNUAL REPORT 2019





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## WHAT WE DO

We are the national body for workplace diversity and inclusion.

We help New Zealand organisations do workplace inclusion well and do well because of it.

We do this through research, education, advice and the promotion of best practice.

## HOW WE DO IT

We actively engage with all our members to help them make positive progress each year towards building more diverse and inclusive workplaces.

We connect with organisations all around New Zealand to promote the benefits of workplace diversity and inclusion.

We are committed to making diversity work positively for New Zealand. Our members can expect that we are:

- Welcoming
- Generous with our knowledge
- Optimistic about being change makers
- Trusted, research-led, committed and pragmatic advisors





## WHY WE DO IT

Our members, and other organisations we engage with, build a more inclusive Aotearoa New Zealand through diverse and inclusive workplaces.

### **EQUAL EMPLOYMENT OPPORTUNITIES TRUST DEED 1992 - TRUST PURPOSE**

To encourage the voluntary promotion of Equal Employment Opportunities as good management practice.

To do this for the benefit of designated groups, those groups in the community disadvantaged by inequality of opportunity in all forms of paid employment, including:

- Women
- Māori
- Pacific Island peoples
- People from any ethnic minority
- People with physical disabilities
- People with mental disabilities
- Other people recognised by the board as being disadvantaged.

To do this through activities that include research, education, advice and recognition of best practice.



# CHAIR'S REPORT

An important role for organisations like Diversity Works New Zealand is to contribute to those conversations where the stakes are high and opinions vary. But as an organisation we have learnt to have those conversations and advocate for behaviour changes within organisations that reflect new and changing employment values.

The last decade has seen a growing awareness around the issues of diversity and inclusion both in the private and public sectors and the response has been positive. It would have been easy to respond with tick box compliance but both sectors have endeavoured to pursue further change by way of participation in the many educational programmes Diversity Works New Zealand have available and others have used our awards to celebrate change and show others the beneficial consequences that good management behaviours deliver.

Diversity Works New Zealand is no different. We have enjoyed a challenging but rewarding year and have managed these modern-day issues that confront businesses and organisations across New Zealand. We have adjusted our offering and resources, we have invested in our people and technology and built our membership and the networks this provides us. Our organisation, from the Trustees to the Chief Executive and her team, are stronger for the work we do and we are privileged to be able to do it.

As you can see from our result, our revenues were up which is a good reflection and an indication that our product offering is right. The surplus for the year (\$150,293) sits well alongside our total accumulated funds (\$853,500) and positions us well for continuing product development and research.

My thanks for the opportunity to work over successive periods with passionate and committed Chief Executives and Trustees.



**MICHAEL BARNETT**

Chair, Diversity Works New Zealand



# OUR BOARD OF TRUSTEES

These are the Trustees serving on the board for the year ended 30 June 2019.

For full Trustee biographies, visit [diversityworks.nz.org.nz](http://diversityworks.nz.org.nz)



**SUSAN DOUGHTY**  
**Director - Talent & Engagement,**  
**Fonterra Co-operative Group**

A former partner at Ernst & Young Limited, Susan has devoted her career to raising awareness of equity issues and promoting change. Along with a corporate career spanning 25 years, she has been the director and co-owner of two businesses. Susan is the President of YWCA Aotearoa and a current Board member of the Auckland YWCA, and led the design and launch of the YWCA Equal Pay Awards in 2013.

## PRIVATE SECTOR



**MICHAEL BARNETT**  
**Chief Executive of the Auckland Business Chamber**

Michael Barnett is a highly respected voice for business and has led the Auckland Business Chamber for more than 25 years. He leads a management team dedicated to fostering business success by providing a wide range of business advisory and support services to the business community.

He was a proud recipient of a NZ Order of Merit in 2011 for services to business.



**JOHN CHRISTIE**  
**Director of Enterprise Dunedin**

John is a senior management executive with previous director, CEO and project manager experience at several high-profile New Zealand organisations. In his role as Director of Enterprise Dunedin he is a member of Dunedin City Council's executive leadership team. His governance experience includes roles with Otago Polytechnic, South Canterbury District Health Board Audit Committee, Warbirds Over Wanaka, Taieri-Strath Taieri PHO and New Zealand Chambers of Commerce.



**CHRIS LITCHFIELD**  
**Managing Director, Coca Cola Amatil New Zealand Limited**

Chris Litchfield is the first Kiwi appointed as Managing Director of Coca-Cola Amatil New Zealand, a position he has held since 2014. His career at Amatil began in 1993 whilst he was completing his BComm in Accounting and Economics from The University of Canterbury. He is dedicated to leading diversity and inclusion and ensuring Amatil is a leading force for change in the New Zealand FMCG sector.





**ADRIENNE MILLER**  
Consultant and Independent Director

Adrienne is an experienced senior executive and legal counsel, having previously held roles at Watercare, Downer New Zealand, Carter Holt Harvey (Woodproducts NZ) and Waste Management New Zealand. After leaving Watercare in early 2018, she founded Cupola - a boutique consulting practice. She currently sits on the WIN Board, the Infrastructure New Zealand Advisory Board seeking to achieve greater diversity in the infrastructure industry.



**RANJNA PATEL**  
Director of Nirvana Health Group

Ranjna has spent four decades growing Nirvana Healthcare from a family business to 46 clinics with more than 1000 staff. As well as Ministerial appointments to NACEW, the Lottery AK Distribution Committee, and the Ethnic Communities Development Fund, she is also a Trustee of the Kootuitui ki Papakura Trust, Director of the Bank of Baroda, Executive Trustee of Total Healthcare Otago and a member of the Global Women and Co. of Women Boards.

## PUBLIC SECTOR



**NAOMI FERGUSON**  
Commissioner and Chief Executive, Inland Revenue, New Zealand

Naomi has been Commissioner and Chief Executive of Inland Revenue since July 2012 and she chairs its Strategic Governance Board. She has more than 25 years' experience working in revenue agencies in the United Kingdom (UK) and New Zealand. Naomi contributes to several public sector wide initiatives and groups, including the Women in Government Network and is a member of the Ministry of Justice Risk and Audit Committee.



**MICHELLE HIPPOLITE**  
Chief Executive, Te Puni Kōkiri (Ministry of Māori Development) (term completed)

Michelle Hippolite from Waikato, Rongowhakaata and Te Aitanga-a-Māhaki is the first female Toihautū (Chief Executive) to lead Te Puni Kōkiri; it's a position she has held since 2012. With more than 20 years of experience in the State sector, Michelle has held several senior roles. A career highlight was providing leadership in government for the establishment of the Māori Television Service and constructing strategies for Te Reo Māori.



**HELENE QUILTER**  
Secretary of Defence, New Zealand Ministry of Defence (term completed)

Helene has been Secretary of Defence and Chief Executive of the Ministry of Defence since December 2012. She has led a programme of change across all aspects of the organisation and the way it partners with other defence and security agencies. Helene has over 38 years' experience in the Public Service. Immediately prior to her appointment as Secretary of Defence, she was a Deputy Commissioner at the State Services Commission.



**DEBBIE POWER**  
Chief Executive of the Ministry of Social Development

Debbie is the Chief Executive of the Ministry of Social Development where she leads one of the largest public service departments in New Zealand. Prior to this appointment, she was the statutory Deputy State Services Commissioner and Chief Executive of the State Services Commission, moving to this role in 2015 from the Ministry of Social Development (MSD) where she was Deputy Chief Executive Service Delivery.



“As the national body for workplace diversity and inclusion, it is our privilege to encourage, advise and highlight best practice.”



# FROM THE CHIEF EXECUTIVE

The supreme winner of the 2018 Diversity Awards NZ™ was the New Zealand Defence Force for their Operation Respect programme. Operation Respect defined respectful relationship behaviours, educated 11,000 employees about sexual ethics and developed shared language to make it easy to call out behaviours that don't match the standard.



It engaged every employee and provided specialist support for anyone who needed it. In a year where there was a lot of talk about sexual harm in the workplace, the judging panel wanted to recognise NZDF's definitive action and how they shared their learnings openly. Doing workplace inclusion well is hard.

Air Vice-Marshal Andrew Clark, Chief of Air Force and Chair of the Operation Respect Steering Committee, would be the first person to tell you that the win made them want to do more, better. When he spoke to our members in Christchurch this year, he was open about the challenges and acknowledged, "We have a lot to learn and a long way to go, but we are absolutely committed to an inclusive and respectful working environment."

Every day of the year, we connect with individuals who are stepping up and leading organisation-wide inclusion initiatives. Sometimes, this is the focus of their job description, but often, this is something done in addition to their day-job because they want to be allies and accelerate change.

Each of them is committed to doing diversity and inclusion well, even when it is hard. As the national body for workplace diversity and inclusion, it's our privilege to walk alongside them to encourage, advise and highlight best practice.

During the 2019 financial year, we have welcomed more than 100 new employer donor members; articulated the business and social advantages of workplace diversity and inclusion to more than 5,000 people, including audiences from new industry sectors, all around the country; introduced a new mobile-accessible website that was visited 80,400 times; and had nearly 9,500 downloads of our resources, including our major research review on the Case Model for Workplace Diversity.

Our unique partnership between the government and employer donors has been a defining feature of our organisation since its inception in 1992. The income to do the work outlined in our Trust Deed comes from membership donations, government funding and services fees for education and advice.

We have had a successful year because of new members and increased member activity. We are supported by a committed group of Alliance Partners. We are grateful both for their financial support and for their leadership of national workplace inclusion projects.

During my first full year as steward of Diversity Works New Zealand, we have focused on a five-point agenda that allows us to actively engage with our growing membership base, to deliver value and insight and to encourage positive progress. As I write we are reviewing member insight research to see how we can do better on all three factors. This annual report document is designed to show you the achievements and outcomes of our dedicated team in each of our five agenda areas.

A stylized, handwritten signature in white ink.

**RACHEL HOPKINS**

Chief Executive,  
Diversity Works New Zealand



## OUR STRATEGIC PILLARS

# 1. FOUNDATIONS FOR THE FUTURE

During FY19 Diversity Works New Zealand invested in team capacity and capability, as well as in systems and processes to improve our service and performance.



**DR GUILLERMO MERELO**

We welcomed several new team members to deliver value to our members and enable us to engage with a wider constituency in promoting workplace diversity and inclusion. Senior appointments included:

- **Dr Guillermo Merelo**, who has a PhD in the subject of cultural diversity in New Zealand from the University of Auckland and is an internationally published author on the topic.
- **Mary Haddock-Staniland**, who has a professional background in HR, business development and administration as well as being a prominent transgender rights activist.



**MARY HADDOCK-STANILAND**

During the year we renewed our long-standing Alliance Partnerships with:

- Coca-Cola Amatil
- Department of Internal Affairs
- Russell McVeagh
- Skills Highway
- State Services Commission
- Te Puni Kōkiri
- Vodafone



We launched our new mobile-enabled website with new UX design and integrated it with our CRM Pivotal and Xero accounting software at the same time.

## 2. TRUSTED ADVISORS

We are trusted advisors to our employer donors as they take deliberate action toward workplace inclusion; actions to remove employment barriers for people who experience discrimination, disadvantage or disability and actions to build workplaces where every employee can contribute their best to the success of the organisation.

### THE WORKPLACE DIVERSITY CASE MODEL



Authored by our Diversity Manager Dr Guillermo Merelo, this is a powerful research review that will help all New Zealand organisations unlock social and economic success through workplace inclusion. It covers all the local and international evidence demonstrating that inclusion is more than just the right thing to do, it is a strategic imperative that increases operational performance. The report is designed to equip people leaders with all the evidence they need to talk confidently about why diversity and inclusion works, so that they can get on with the how. Developing your inclusive culture will give your organisation the ability to plan better, drive representation in your workforce and use demographics to anticipate customer needs and opportunities.

### WORKSHOP CONTENT REVIEW

As the national body for workplace diversity and inclusion, we pride ourselves on offering training that is research-based and expert-led. This year we reviewed the material for our Unconscious Bias, Men As Allies, Aspiring Female Leaders and Improving Cultural Intelligence training. The materials were updated by a subject matter expert, then peer-reviewed by diversity and inclusion practitioners. Additionally, we created training material for our new workshops, Inclusive Leadership and Foundations of Bi-culturally Confident Organisations.

### NEW ZEALAND WORKPLACE DIVERSITY SURVEY



Conducted annually, this survey of public and private sector organisations throughout New Zealand provides a fresh snapshot of how our workplaces see and respond to diversity issues. The April 2019 survey had 369 respondents. It was analysed by a joint research

team from Massey University and the University of Auckland and revealed growing awareness and improving practice alongside several diversity issues that continue to require more attention. Following the release of the report, Chief Executive Rachel Hopkins encouraged business leaders to consider how women were represented in decision-making roles, initiatives in place to engage our aging workforce, actions to remove bias from recruitment and promotion processes and recruitment and promoting career development for people living with disabilities. This year we also partnered with The Diversity Agenda. Data from its members was analysed as a subset to get a snapshot of the architecture and engineering industries, then shared in a post-survey workshop in Wellington.

### DIVERSITY AND INCLUSION STOCKTAKE REVAMP

More than 60 organisations have completed our new Diversity and Inclusion Stocktake since it was re-launched in February 2019. This is as many as completed the original stocktake in the three years from 2015 to 2018.

### WEBSITE VISITS

In the 2018-2019 financial year, visitors to our website viewed a total of 157,500 pages. The number of resource downloads during that period was 9241.

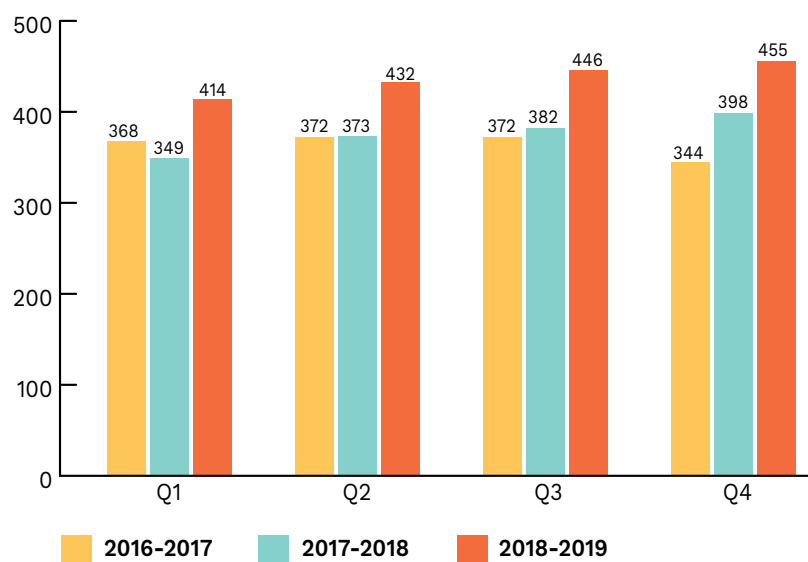
## OUR STRATEGIC PILLARS

# 3. GROWTH

There is a growing interest in doing diversity and inclusion well across organisations of all types, sizes and in a wide range of industry sectors.

For example, we have seen a big increase in entries in our awards programme; the rise of specialist diversity and inclusion roles in organisations; and an increase in traffic to our website. To deliver the work envisaged in our Trust Deed, we need to be able to meet this demand and deliver the standard of research, education and advice expected of a national body.

### MEMBERSHIP GROWTH 2017-2019



### NEW WORKSHOP

The newest workshop added to our training calendar, Foundations of Bi-culturally Confident Organisations, was launched in November 2018. Developed to help people leaders feel more confident with understanding the Maori experience and perspective and integrate it into the workplace, the workshop is facilitated by the founder of Indigenous Growth Limited Michael Moka, supported by kaumatua (elders). Bi-cultural confidence is the foundation of successful cultural diversity and inclusion in any organisation, Michael says. "If we can get the people of this land to bring their whole selves to work, it will lead the way for other cultures."

### EDUCATION TAILORED FOR MEMBER ORGANISATIONS

WE CUSTOMISED

**117**

WORKSHOP TOPICS

FOR NEARLY

**2,500**

PEOPLE INSIDE OUR MEMBER ORGANISATIONS

**92%**

rated the training as excellent

**96%**

rated the expertise and delivery of the training as excellent

**90%**

rated the content of the workshops as excellent





## 4. LEADERSHIP & BEST PRACTICE

We promote best practice workplace inclusion in New Zealand through our awards programme, through collaborating with other organisations, through engaging with the difficult and leading edge topics of workplace diversity and through engaging with new audiences.

### 2018 DIVERSITY AWARDS NZ™

Attracting a record 93 entries, the 2018 Diversity Awards NZ™ were presented at a Gala Dinner in Auckland, attended by more than 700 business representatives from the public and private sector and the Hon Carmel Sepuloni, Minister for Social Development and Disability Issues, on 29 August. The New Zealand Defence Force (NZDF) took out the Supreme Award with its initiative to tackle harmful sexual behaviour in the workforce.

Judging Convener Neil Porteous says the judges were impressed by the progress made in a short time by an organisation with a hierarchical structure and a traditionally masculine culture.

“If an organisation like the military can address this issue in a little over a year, other organisations can certainly change their culture.”

NZDF shared its story at Diversity Group Meetings at Vodafone in Auckland, Te Puni Kōkiri in Wellington and Meridian Energy in Christchurch.

### FAMILY OF FACILITATORS

Our family of facilitators is a group of subject matter experts who work with Diversity Works New Zealand to ensure our members access the best content and practical expertise in different diversity dimensions. We get together regularly throughout the year for professional development sharing sessions.

### FOUNDATION MEMBERS' BREAKFAST

Championing a diverse supply chain to allow businesses and organisations to support our local communities to financially grow and prosper was the key theme at this event held in partnership with Westpac and Air New Zealand in October 2018. Westpac Head of Procurement Rob Halsall, Air New Zealand General Manager Procurement Chloe Surridge, Pacific Business Trust CEO Kim Tuaine and Tū Māia Partner Sacha McMeeking were guest speakers at the breakfast.

## OUR STRATEGIC PILLARS

# 5. REACH

We need to be accessible to all organisations wanting to understand more about how to do workplace diversity and inclusion well.

In FY19, we've focused on being out of Auckland, on growing industry sector awareness of the benefits of diversity and inclusion and on providing different platforms to distribute information.

### E-DIVERSITY ONLINE LEARNING

Our e-Diversity programme, provided in partnership with online learning experts Skillpod, allows organisations to increase the impact of diversity and inclusion conversations throughout their business no matter their size or location. The first training modules cover Unconscious Bias, providing foundation information and tools to help our workforces become more conscious, inclusive and high-performing. It offers content developed by Diversity Works New Zealand and and peer reviewed by subject matter experts, and flexible learning, with modules available anytime, anywhere, on any device.

### ENGAGING WITH NEW SECTORS

We have collaborated with Infrastructure New Zealand, the Tourism Export Council New Zealand, Recreation Aotearoa, the Commercial Communications Council, Engineering New Zealand, the Diversity Agenda and the New Zealand Law Society to produce and contribute to events and to support their promotion of more inclusive workplaces in New Zealand.

### WORKING THROUGHOUT NEW ZEALAND

We have delivered 40 per cent of our public training outside of Auckland this year. We've travelled regularly around the country to visit members, deliver customised training and speak at industry conferences.

### SOCIAL MEDIA AND EMAILS

There has been a significant increase in the number of people engaging with our social media this year. Our LinkedIn page followers have increased by 300 per cent, from 339 at the start of the year to 1220 at the end of the year. Facebook followers have increased by 82 per cent from 823 at the start of the year to 1495 at the end of the year. Twitter followers increased by four per cent from 1539 to 1595.

Our email newsletter subscribers increased by 28 per cent from 3123 to 3998.

**+82%**

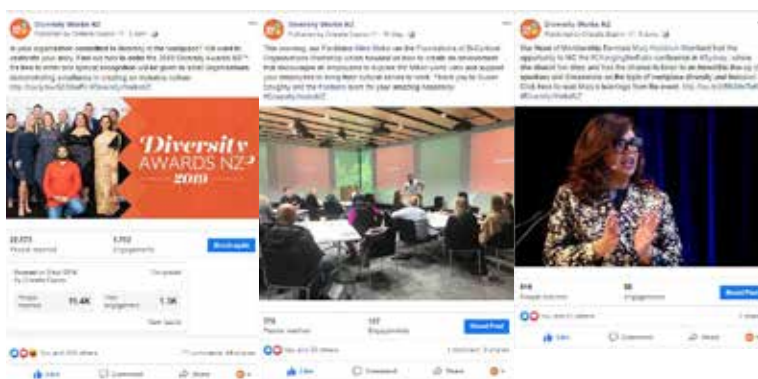
Facebook followers

**+300%**

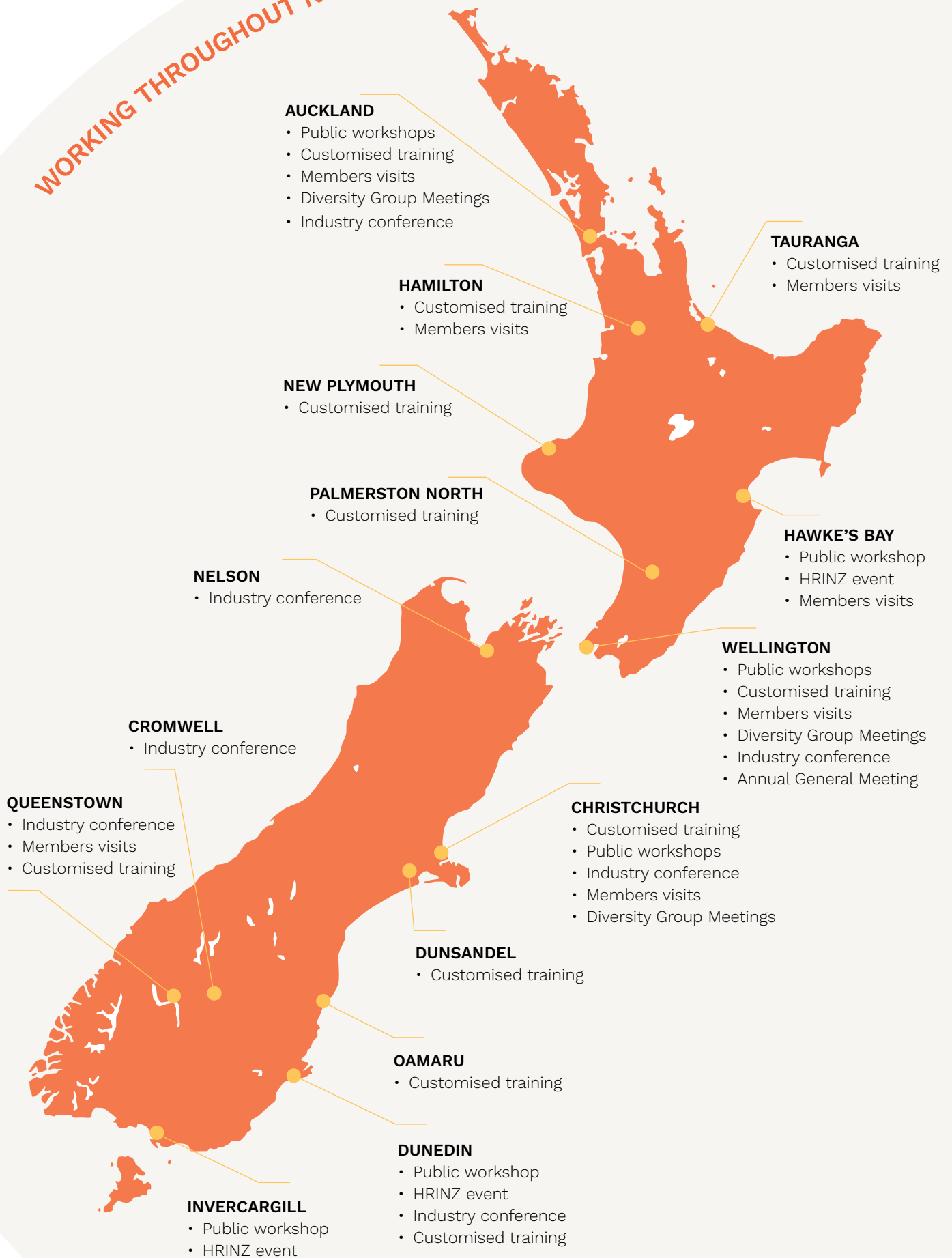
LinkedIn followers

**+28%**

Newsletter subscribers



# WORKING THROUGHOUT NEW ZEALAND







## STATEMENT OF FINANCIAL PERFORMANCE

### FOR THE YEAR ENDED 30 JUNE 2019

	NOTE	2019	2018
<b>REVENUE</b>		<b>\$</b>	<b>\$</b>
Donations, fundraising and other similar revenue	1	931,270	795,383
Revenue from providing services	1	795,614	522,762
Interest, dividends and other investment revenue	1	12,417	7,635
<b>Total Revenue</b>		<b>1,739,301</b>	<b>1,325,780</b>
<b>EXPENSES</b>		<b>\$</b>	<b>\$</b>
Expenses related to public fundraising	2	58,950	60,027
Volunteer and employee related costs	2	755,939	534,923
Costs related to providing services	2	750,033	501,799
Other expenses - Depreciation	2	24,085	23,961
<b>Total Expenses</b>		<b>1,589,008</b>	<b>1,120,710</b>
<b>Surplus / (Deficit) for the year</b>		<b>150,293</b>	<b>205,070</b>

## STATEMENT OF FINANCIAL POSITION

### AS AT 30 JUNE 2019

	NOTE	2019	2018
<b>CURRENT ASSETS</b>			
Bank accounts and cash	3	680,625	375,218
Debtors and prepayments	3	328,500	506,000
Investments	3	170,962	93,276
<b>Total Current Assets</b>		<b>1,180,087</b>	<b>974,494</b>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	5	67,504	38,713
<b>Total Non-Current Assets</b>		<b>67,504</b>	<b>38,713</b>
<b>Total Assets</b>		<b>1,247,591</b>	<b>1,013,207</b>
<b>LIABILITIES</b>			
Current Liabilities			
Creditors and accrued expenses	4	135,023	85,468
Employee costs payable	4	50,843	33,505
Other current liabilities	4	208,225	191,027
<b>Total Current Liabilities</b>		<b>394,091</b>	<b>310,000</b>
<b>Total Assets less Total Liabilities (Net Assets)</b>		<b>853,500</b>	<b>703,207</b>
<b>ACCUMULATED FUNDS</b>			
Accumulated surpluses	6	853,500	703,207
<b>Total Accumulated Funds</b>		<b>853,500</b>	<b>703,207</b>

For and on behalf of the trustees:



Michael Barnett  
Chair



Chris Litchfield  
Trustee

26 September 2019



## STATEMENT OF CASH FLOWS

### FOR THE YEAR ENDED 30 JUNE 2019

	NOTE	2019	2018
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
<b>Cash was received from:</b>			
Donations, fundraising and other similar receipts		1,063,380	647,713
Receipts from providing services		890,525	413,808
Interest, dividends and other investment receipts		11,217	7,635
Net GST		15,633	1,396
<b>Cash was applied to:</b>			
Payments to suppliers		754,624	508,728
Fundraising		58,950	60,027
Employee related		738,601	543,667
<b>Net cash flows from/(used in) operating activities</b>		<b>428,580</b>	<b>(41,870)</b>
<b>CASH FLOWS FROM INVESTING &amp; FINANCING ACTIVITIES</b>			
<b>Cash was received from:</b>			
Receipts from the sale of property, plant and equipment		-	1,108
Realisation of term deposits		-	91,316
<b>Cash was applied to:</b>			
Payments to acquire property, plant and equipment		45,486	13,903
Investment in term deposits		77,687	93,276
<b>Net cash flows from/(used in) investing &amp; financing activities</b>		<b>(123,173)</b>	<b>(14,755)</b>
<b>NET INCREASE IN CASH</b>			
Opening bank accounts and cash		375,218	431,843
<b>Closing bank accounts and cash</b>		<b>680,625</b>	<b>375,218</b>
<b>This is represented by:</b>			
<b>Bank accounts &amp; Cash</b>	3	<b>680,625</b>	<b>375,218</b>

# STATEMENT OF ACCOUNTING POLICIES

## FOR THE YEAR ENDED 30 JUNE 2019

### REPORTING ENTITY

Equal Employment Opportunities Trust is a Charitable Trust established under the Charitable Trusts Act 1957 and governed by the trust deed dated 24 March 1992. It was registered as a charitable entity under the Charities Act 2005 on 8 April 2008.

### BASIS OF PREPARATION

Equal Employment Opportunities Trust has elected to apply PBE SFR-A (NFP) **Public Benefit Entity Simple Format Reporting - Accrual (Not for profit)** on the basis that it does not have public accountability and has total annual expenses of equal to or less than \$2,000,000. All transactions in the Performance Report are reported using the accrual basis of accounting. The Performance Report is prepared under the assumption that the entity will continue to operate in the foreseeable future. The figures in the performance report are rounded to the nearest dollar.

## SPECIFIC ACCOUNTING POLICIES

### VALUATION OF PROPERTY, PLANT AND EQUIPMENT

Fixed Assets are recorded at cost, less accumulated depreciation.

### DEPRECIATION

Depreciation is charged to the Statement of Financial Performance at the same rate as is allowed by the Income Tax Act 2007 over the estimated useful lives of each part of an item of property, plant and equipment. The method and rates applied are as follows:

### ASSET CLASS

**Buildings - 8% straight line**

**Furniture & Fittings - 6 - 12% straight line**

**Computer Equipment - 14.4 - 67% straight line**

### LEASED ASSETS

Leases under which the Trust assumes substantially all the risks and rewards incidental to ownership have been classified as finance leases and are capitalised.

The asset and corresponding liability are recorded at the inception of the lease at the fair value of the leased asset, at amounts equivalent to the discounted present value of the minimum lease payments including residual values. Finance charges are apportioned over the terms of the respective leases using the actuarial method. Capitalised lease assets are depreciated over their expected lives in accordance with rates established for other similar assets.

Operating lease payments are representative of the pattern of benefits derived from the leased assets and accordingly are charged to the Statement of Financial Performance in the periods in which they are incurred.

### GOODS AND SERVICES TAX (GST)

The Trust is registered for GST. All revenue and expense transactions are recorded net of GST. Where applicable, all assets and liabilities have been stated net of GST with the exception of receivables and payables which are stated inclusive of GST.

### INCOME TAX

Equal Employment Opportunities Trust is a registered charitable entity under the Charities Act 2005, and accordingly is exempt from income tax under sections CW41 and CW42 of the Income Tax Act 2007.

### BANK ACCOUNTS & CASH

Bank accounts and cash include cash on hand, bank balances, deposits held at call with banks and other short term highly liquid investments with original maturities of 90 days or less.

### INVESTMENTS

Bank term deposits for periods exceeding 90 days are classified as investments and are initially measured at the amount invested. Interest is subsequently accrued and added to the investment balance. After initial recognition bank term deposits are measured at amortised cost using the effective interest method less impairment.

### REVENUE FROM SALE OF SERVICES

Revenue is recorded based on the stage of completion of the service at balance date.

Grants and donations are recorded as revenue as received unless there is an explicit 'use or return' condition attaching to the grant, in which case the amounts relating to unspent grants is recognised as a liability and released to income as the grant is spent.

Event and training income, including sponsorship of those events is recognised when the event or training takes place.

### TRADE AND OTHER RECEIVABLES

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less an allowance for any uncollectable amounts. Individual debts that are known to be uncollectable are written off in the period that they are identified.

### TRADE AND OTHER PAYABLES

Trade and other payables represents liabilities for goods and services provided to the Trust prior to the end of the financial year which are unpaid. Trade and other payables are recorded at the amount of cash required to settle those liabilities. The amounts are unsecured and are usually paid within 30 days of recognition.

### EMPLOYEE ENTITLEMENTS

Employee entitlements to salaries and wages, annual leave and other benefits are recognised when they accrue to employees.

### CHANGES IN ACCOUNTING POLICIES

There have been no changes in accounting.

## NOTES TO THE PERFORMANCE REPORT FOR THE YEAR ENDED 30 JUNE 2019

		2019	2018
<b>NOTE 1: ANALYSIS OF REVENUE</b>			
Revenue Item	Analysis		
Donations, fundraising and other similar revenue	Government Matching & Funds	396,000	396,000
	Donations received	535,270	399,383
	<b>Total</b>	<b>931,270</b>	<b>795,383</b>
Revenue from providing services	Diversity Awards Ticket Sales and Sponsorship	297,695	199,350
	Events, Training and Sponsorship	149,165	84,650
	Consulting Services	348,754	238,762
	<b>Total</b>	<b>795,614</b>	<b>522,762</b>
Interest, dividends and other investment income	Interest on cash deposits	12,417	7,635
<b>NOTE 2: ANALYSIS OF EXPENSES</b>			
Expense Item	Analysis		
Expenses related to public fundraising	Communication & Marketing	58,700	59,809
	Information Services	250	218
	<b>Total</b>	<b>58,950</b>	<b>60,027</b>
Volunteer and employee related costs	Salary & Wages	755,939	534,923
	<b>Total</b>	<b>755,939</b>	<b>534,923</b>
Expenses related to providing services	Diversity Awards expenses	237,000	182,024
	Diversity Summit expenses	-	840
	Events and Training expenses	57,940	36,290
	Consultancy Services	154,762	76,203
	Administration and Overhead costs	300,332	206,442
	<b>Total</b>	<b>750,033</b>	<b>501,799</b>
Other Expenses	Depreciation	24,085	14,232
	Loss (gain) on disposal of assets	-	217
	Relocation Expenses	-	9,512
	<b>Total</b>	<b>24,085</b>	<b>23,961</b>

Fees of \$7,950 and \$3,000 were paid by the Trust to Crowe Horwath New Zealand Audit Partnership for the audit of the performance report and assistance with preparation of the performance report respectively for the year ended 30 June 2019 (2018: \$7,250 and \$3,000 respectively).

## NOTES TO THE PERFORMANCE REPORT FOR THE YEAR ENDED 30 JUNE 2019

		2019	2018
<b>NOTE 3: ANALYSIS OF ASSETS</b>			
<b>Asset Item</b>	<b>Analysis</b>		
Bank accounts and cash	Bank account cheque	281,798	113,648
	Bank account savings	140,133	32,023
	Petty Cash	-	350
	Term Deposits	258,694	229,197
	<b>Total</b>	<b>680,625</b>	<b>375,218</b>
Debtors and prepayments	Accounts receivable	226,803	303,426
	Prepaid expenses	101,697	70,574
	Accrued Income	-	132,000
	<b>Total</b>	<b>328,500</b>	<b>506,000</b>
Investments	Term Deposits	170,962	93,276
<b>NOTE 4: ANALYSIS OF LIABILITIES</b>			
<b>Liabilities Item</b>	<b>Analysis</b>		
Creditors and accrued expenses	Accounts payable	96,899	64,224
	Accrued Expense	11,500	13,506
	GST Payable	21,804	6,171
	Credit Card	4,820	1,567
	<b>Total</b>	<b>135,023</b>	<b>85,468</b>
Employee costs payable	Annual leave accrual	19,016	15,000
	Salary & Wage accrual	21,600	8,505
	PAYE and other taxes	10,227	10,000
	<b>Total</b>	<b>50,843</b>	<b>33,505</b>
Other Current Liabilities	Income in Advance - Events	208,225	191,027
	<b>Total</b>	<b>208,225</b>	<b>191,027</b>



## NOTES TO THE PERFORMANCE REPORT

### FOR THE YEAR ENDED 30 JUNE 2019

#### NOTE 5: PROPERTY PLANT & EQUIPMENT

THIS YEAR					
Asset Class	Opening carrying amount	Purchases	Sales/ (Disposals)	Current year depreciation	Closing carrying amount
Buildings	3,723	3,388	-	3,599	3,512
Furniture and fixtures, and Office Equipment	24,193	4,986	-	3,520	25,659
Computers	10,797	44,502	-	16,966	38,333
<b>Total</b>	<b>38,713</b>	<b>52,876</b>	<b>-</b>	<b>24,085</b>	<b>67,504</b>

LAST YEAR					
Asset Class	Opening carrying amount	Purchases	Sales/ (Disposals)	Current year depreciation	Closing carrying amount
Buildings	360	6,175	-	2,812	3,723
Furniture and fixtures, and Office Equipment	24,360	3,061	(1,325)	1,903	24,193
Computers	15,647	4,667	-	9,517	10,797
<b>Total</b>	<b>40,367</b>	<b>13,903</b>	<b>(1,325)</b>	<b>14,232</b>	<b>38,713</b>

#### Significant donated assets recorded - source and date of valuation

None

#### Significant donated assets - not recorded

None

#### NOTE 6: CHANGES IN ACCUMULATED FUNDS

THIS YEAR				
Description	Capital Contributed by Owners or Members	Accumulated Surpluses or (Deficits)	Reserves	Total
Opening Balance	-	703,207	-	703,207
Surplus	-	150,293	-	150,293
<b>Closing Balance</b>	<b>-</b>	<b>853,500</b>	<b>-</b>	<b>853,500</b>

LAST YEAR				
Description	Capital Contributed by Owners or Members	Accumulated Surpluses or (Deficits)	Reserves	Total
Opening Balance	-	498,137	-	498,137
Deficit	-	205,070	-	205,070
<b>Closing Balance</b>	<b>-</b>	<b>703,207</b>	<b>-</b>	<b>703,207</b>

## NOTES TO THE PERFORMANCE REPORT FOR THE YEAR ENDED 30 JUNE 2019

	2019	2018
<b>NOTE 7: COMMITMENTS</b>		
<b>Explanation and Timing</b>		
Commitments to lease or rent of assets		
Less than 1 year	47,124	50,512
Greater than 1 year, less than 5 years	7,340	54,464
	<b>54,464</b>	<b>104,976</b>

The Trust had a commitment for the hireage of event facilities at 30 June 2019 of \$32,950 (2018: \$56,230)

### NOTE 8: CONTINGENT LIABILITIES

At balance date there were no known contingent liabilities (2018: nil)

		2019	2018	2019	2018
<b>NOTE 9: RELATED PARTY TRANSACTIONS</b>					
<b>Description of relationship with trustees</b>	<b>Description of transaction</b>	<b>Value of Transactions</b>	<b>Value of Transactions</b>	<b>Amounts outstanding</b>	<b>Amounts outstanding</b>
Michael Barnett - Chief Executive of Auckland Chamber of Commerce	Rent paid to Chamber of Commerce	40,000	33,600	-	-
Michael Barnett - Chief Executive of Auckland Chamber of Commerce	Accounting Services paid to Chamber of Commerce	44,000	45,630	4,358	-
	<b>Total</b>	<b>84,000</b>	<b>79,230</b>	<b>4,358</b>	<b>-</b>

Sponsorship, donations and consultancy service revenue has been received by the Trust during the years ended 30 June 2019 and 30 June 2018 from organisations which have Officers that are also Trustees of the Trust.

### NOTE 10: EVENTS AFTER BALANCE DATE

There were no events that have occurred after the balance date that would have a material impact on the Performance Report. (2018: nil)

## STATEMENT OF SERVICE PERFORMANCE FOR THE YEAR ENDED 30 JUNE 2019

Diversity Works New Zealand is the only national body specifically set up to promote, facilitate and showcase best practice workplace diversity and inclusion across all diversity dimensions. Since our establishment as a Charitable Trust in 1992, we have been continuously jointly supported by a government and employer contributions. In the financial year 1 July 2018 to 30 June 2019, 455 organisations were donor members. These organisations came from all around New Zealand and represent the private, public and not for profit sectors. We engaged face-to-face with 3702 people through public and customised education workshops, held in nine regional centres and our three major cities. We engaged with thousands and more through our online channels. Our annual Diversity Awards NZ™ attracted 97 entries across nine categories and the gala dinner in August 2018 was attended by 729 people.

	2019	2018
<b>DESCRIPTION AND QUANTIFICATION OF THE ENTITY'S OUTPUTS</b>		
a) Public and customised education workshops (event information):	attendees at events	attendees at events
Workshop attendees	1,034	879
Customised training attendees	2,420	1,418
Roadshow attendees	-	231
b) Diversity Awards attendees	729	555
	number of members	number of members
c) Membership	455	398



# DIVERSITY WORKS NEW ZEALAND | MEMBERS

Thank you for your commitment to a more inclusive Aotearoa New Zealand.

## FOUNDATION MEMBERS (since 1992)

Air New Zealand Limited  
ANZ Bank New Zealand  
ASB Bank Limited  
BP Oil New Zealand Ltd  
Business New Zealand  
Fisher & Paykel Appliances Limited  
Fletcher Building Limited  
Fonterra Co-operative Group Limited  
KiwiRail Group  
New Zealand Post Limited  
Oji Fibre Solutions (NZ) Ltd  
Progressive Enterprises Ltd  
Spark New Zealand  
Westpac New Zealand

## MEMBERS

4Sight Consulting Limited  
A.C. Nielsen (N.Z.) ULC  
A1 Immigration Services Ltd  
AA Insurance Limited  
AAPC Properties Pty Ltd  
Access Ability  
Accident Compensation Corporation  
Acumen Republic  
Aktive Auckland Sport & Recreation  
Allfields Customised Solutions Limited  
AllSpark Limited  
Alpha Health Care New Zealand Limited  
Alpha Recruitment Limited  
AlSCO NZ  
Altris Ltd  
Ambience Tiling Limited  
Anderson Lloyd Lawyers  
Antarctica New Zealand  
Anthony Harper  
Appoint Better Boards  
Ara Institute of Canterbury  
Arbitrators' and Mediators' Institute of New Zealand  
Artemis Executive Recruitment Limited  
Arup New Zealand Limited  
Asaleo Care New Zealand Limited  
Asco Asphalt  
Aspeq Limited  
Aspire2 Business | Workplace Communication  
Aspire2 International  
AsureQuality Ltd  
Auckland Chamber of Commerce  
Auckland Council  
Auckland District Health Board  
Auckland International Airport Ltd  
Auckland Tourism, Events and Economic Development (ATEED)  
Auckland Transport

Auckland War Memorial Museum  
Auckland Women's Centre  
Augustus Services Ltd  
Aurecon New Zealand Limited  
AUT University  
Aviat Networks  
Balcrom Limited  
Bay of Plenty District Health Board  
Bay of Plenty Regional Council  
BCITO  
BDO Auckland  
BDO Christchurch Limited  
BDO New Zealand Limited  
BDO Taranaki Limited  
BDO Wellington Limited  
Beca Engineering New Zealand Limited  
Bell Gully  
Ben Vanderkolk care of BVA The Practice  
Blind Foundation  
Bluebird Foods Ltd  
BNC International Limited  
Boffa Miskell Ltd  
Born Digital  
Brian Sokolich Panelbeaters Ltd  
Bright Track Ltd  
Briscoes Group Limited  
British American Tobacco (NZ) Ltd  
Brookfields Lawyers  
Bunnings (NZ) Limited  
Bupa Care Services NZ Ltd  
C B Norwood Distributors Limited  
Canon New Zealand Limited  
Capital Training Limited  
Careering Options Limited  
Carmento Limited  
Cavell Leitch  
Central Football  
Changda International New Zealand Ltd  
Chapman Tripp  
Chartered Accountants Australia and New Zealand  
Chep New Zealand  
ChildFund New Zealand Limited  
Christchurch City Council  
ChristchurchNZ  
Chubb Insurance New Zealand Limited  
City Care Limited  
Civil Aviation Authority of NZ  
Coca Cola Amatil (NZ) Ltd  
Codeblue  
Commerce Commission  
Commission for Financial Capability  
Community Connections Te Hapori Awhina Tangata  
Community Education Trust Auckland  
Compass Group NZ Ltd  
Competenz  
Conrad Properties Limited  
Constellation Brands New Zealand

Construct Civil Limited  
Convergence Partners Ltd  
Counties Manukau Kindergarten Association  
Coverstaff Recruitment Ltd  
CPB Contractors Pty Limited  
Creative New Zealand  
Cricket Wellington  
Crombie Lockwood (NZ) Limited  
DB Breweries Limited  
DDB Group NZ  
Deaf Aotearoa Holdings Limited  
Deloitte  
Dentsu Aegis Network NZ  
Department of Conservation  
Department of Corrections  
Department of Internal Affairs  
Department of the Prime Minister & Cabinet  
Diversity Council Australia Ltd  
DLA Piper New Zealand  
Double Denim  
Downer New Zealand  
Drake International  
Drum Agency  
Dunedin City Council  
Dusty Road Limited  
EAP Services Ltd  
EAPworks  
Earthquake Commission  
Education Council  
Education Unlimited  
Employers & Manufacturers Association (Northern) Inc  
Employers Assistance Ltd  
Employment Services Limited  
T/A Canstaff  
Engage HR Limited  
Engineering New Zealand  
English Language Partners New Zealand Trust  
Enterprise IT Ltd  
Environment Canterbury Limited  
Environmental Protection Authority (EPA)  
Equifax New Zealand  
Information Services & Solutions Ltd  
Equinox Limited  
Ernslaw One Limited  
Essential HR Limited  
Eurotech Interiors Limited  
Experience Wellington  
Far North REAP Society Inc  
Farmers Mutual Group  
Fidelity Life Assurance Company Limited  
Financial Markets Authority (FMA)  
Fire and Emergency New Zealand  
Fisher & Paykel Healthcare Ltd  
Flexi Group NZ Limited  
Flick Electric Co  
FNZ Ltd  
Freestyla Construction & Recruitment Limited  
Freightways Limited  
Frog Recruitment Limited

Fuel Storage  
Fundraising Institute of New Zealand - FINZ  
Gaulter Russell- Numero New Zealand Limited  
GBL Personnel Limited  
Gentrack Limited  
GHD Limited  
Golder Associates (NZ) Limited  
Goodman Property Services (NZ) Limited  
Government Communications Security Bureau  
Graham Carr Limited  
GrainCorp  
Grant Thornton New Zealand Ltd  
Greater Wellington Regional Council  
Greenpeace New Zealand Inc  
Halberg Foundation  
Hanyang Corporation  
Harbour Sport  
Harcourts Group Ltd  
Harrison Grierson Consultants Limited  
Hawkes Bay District Health Board  
Health Promotion Agency  
HealthElement 2009 Ltd  
Heaney & Partners Limited  
Hobson Leavy Limited  
Hockey New Zealand  
Holmes Group  
Hope Cross Consulting Ltd  
Horticulture New Zealand Limited  
Housing New Zealand Corporation  
HRNZ Limited  
Hudson Global Resources (NZ) Limited  
Human Resources Institute of NZ (HRINZ)  
IAG Group  
IBM New Zealand Ltd  
Infrastructure New Zealand Limited  
Inland Revenue  
Inside Executive Recruitment  
Inspired Kindergartens  
International Education Fund Limited  
Itus Scaffolding Ltd  
J & B Enterprises Limited  
Jackson Stone and Partners  
Jacobs New Zealand Limited  
James & Wells  
Johnson & Johnson (New Zealand) Limited  
Kensington Swan Holdings Limited  
Kerridge & Partners Trustee Company Limited  
Key Assets  
Kiwi Property  
Kiwi Wealth Investments LP  
Kiwibank Ltd  
KPMG  
Lakes District Health Board

Land Information New Zealand	New Zealand Oil & Gas Limited	Rotorua Lakes Council	The Ministry of Business, Innovation and Employment (MBIE)
LawWorks	New Zealand Police	RTA Studio	The New Zealand Institute for Plant and Food Research Limited
Legal Personnel (2017) Limited	New Zealand Red Cross	Russell McVeagh	The Otago Chamber of Commerce
Les Mills International	New Zealand Steel Ltd	Ryan Recruitment	The Royal Australian and New Zealand College of Ophthalmologists RANZCO
Life Education	New Zealand Tertiary Education Union	Saatchi & Saatchi Limited	The Royal New Zealand College of General Practitioners
Life Links	New Zealand Transport Agency (NZTA)	Salt	The Sage-ing Institute
Life Plus	New Zealand Winegrowers	Selwyn District Council	The Skills Organisation
Lincoln University	Newasian Logistics Ltd	Serious Fraud Office	The Todd Corporation
Lion NZ Limited	Niche Recruitment Limited	Shadeworld	The Treasury
Longveld Ltd	Ninja Kiwi Limited	Shamrock Recruitment Group	The University of Otago
Lotto New Zealand	Nirvana Health Group	Shine Communications Group Limited	The Warehouse Group Ltd
Luscombe Legal	Noel Leeming Group Limited	Shore Ceilings & Partitions Limited	Thinkplace
Manaaki Whenua Landcare Research NZ Ltd	North Canterbury Alpine Trust	Simpson Grierson	Tomorrow's People Ltd
Maori Television Service	Northpower Ltd	Site Safe New Zealand Inc	Tonkin & Taylor Ltd
Marsh NZ LTD	NZ Council for Educational Research	SKY TV	Top Drawer Consultants
Martin Jenkins	NZ Health Partnerships Limited	SKYCITY Auckland Limited	Topline Group
MAS	NZ Public Service Association Inc	Soar Printing Company Limited	Torpedo7
Massey University	NZME Publishing Limited	SOLGM	Transdev Australasia Pty Ltd
Masterton District Council	NZX Limited	Solnet Solutions Limited	Transpower New Zealand Limited
MB Century	Obertech Group	Southern Cross Health Society	Tribe Limited
McDonald's Restaurants (NZ) Ltd	OCG Consulting Ltd	Southern Cross Hospitals Ltd	Trustpower Limited
Media Design School	Office of Film & Literature Classification	Southland District Council	TSB Bank Limited
MediaWorks New Zealand	Office of the Clerk of the House of Representatives	Sparta Construction NZ Limited	TupuToa
Mental Health Foundation of New Zealand	Office of the Privacy Commissioner	Special Group Limited	TWP#3
Merck Sharp & Dohme (New Zealand) Limited	OfficeMax New Zealand Limited	Sport and Recreation New Zealand	Unitec Institute of Technology
MercyAscot	OMD New Zealand Limited	Springload Web Design	Upskills
Meredith Connell	Opotiki District Council	State Services Commission	Vector Limited
Meridian Energy Ltd	Orange Scaffold Ltd	Statistics New Zealand	Victoria University of Wellington
Metalcraft Roofing Limited	Oriana Enterprises Limited	Steelworks New Zealand Limited	Villa Maria Estate Limited
Metro Performance Glass	Orion New Zealand Ventures Limited	Strategic Pay Limited	Vodafone New Zealand Limited
MetService NZ Ltd	Otago Polytechnic	Structural Support and Panel NZ Ltd	Waikato District Health Board
MidCentral District Health Board	Pacific Steel (NZ) Limited	Stuff	Waikato Institute of Technology (WINTEC)
Ministry for Culture and Heritage	Palmerston North City Council	Sudima Hotels- Hind Management (NZ) Limited	Waitemata District Health Board
Ministry for Pacific Peoples	Parker Bridge (NZ) Ltd	Suncorp New Zealand	Warehouse Group Financial Services
Ministry for Primary Industries	Parliamentary Service	Supercut Engineering Limited	Warehouse Stationery
Ministry for the Environment	Partners Life	Sustainable Business Network	Watercare Services Limited
Ministry for Women	Peddle Thorp Ltd	Synergy Health Limited	Wellington City Council
Ministry of Defence	Pengelly Engineers	Synlait Milk Ltd	Wellington Pipelines Limited
Ministry of Education	Pentair Flow Technologies Pacific Pty Ltd	T&G Global	Western Bay of Plenty District Council
Ministry of Foreign Affairs and Trade	PHARMAC	Tairāwhiti District Health Board	Whakatane Mill Limited
Ministry of Justice	Philip Morris (NZ) Limited	Talent Vault	Whanganui District Health Board
Ministry of Maori Development - Te Puni Kōkiri	Platinum Recruitment	Tamaki Regeneration Company	Whitecliffe College of Arts & Design
Ministry of Social Development	Ports of Auckland Ltd	Taranaki District Health Board	Whitireia New Zealand
Ministry of Transport	PPG Industries NZ Ltd	Tauranga City Council	Woolux Corporation Limited
Minter Ellison Rudd Watts	Precinct Properties NZ Ltd	TBWA	Workbridge Incorporated
MOTAT	Primary ITO	Te Aho o Te Kura Pounamu	WorleyParsons New Zealand Limited
National Institute of Water & Atmospheric Research Limited	Progress to Health	Te Hopai Trust Group	WPP AUNZ
National Personnel Ltd	Queenstown-Lakes District Council	Te Pou o te Whakaaro Nui	Write Limited
Nelson City Council	Racing Industry Transition Agency (RITA)	Te Taura Whiri i te Reo Māori Māori Language Commission	Wynn Williams
Nelson Marlborough Institute of Technology	Randstad Pty Ltd	Te Utuhina Manaakitanga Trust (The Addiction Resource Centre Rotorua)	Xero Limited
Netball New Zealand Inc	Ravensdown Limited	Tearfund	Yellow NZ Limited
Network Personnel	RCSA Australia & New Zealand	Tegel Foods Ltd	Younity Limited
New Plymouth District Council	RDT Pacific Limited	Television New Zealand Limited	YWCA Auckland
New Zealand AIDS Foundation	Real Journeys Ltd	Tertiary Education Commission	Z Energy Limited
Te Tuuaapapa Mate Aarāikore o Aotearoa	Rebel Sport	The Communication Agencies Association of NZ	Zag
New Zealand Cricket	Recruit IT Group Ltd	The Construction Training Centre	
New Zealand Customs Service	Reserve Bank of New Zealand	The Cookie Project	
New Zealand Defence Force HQ	Rider Levett Bucknall Auckland Ltd	The Co-operative Bank Limited	
New Zealand Film Commission	Ronald McDonald House Charities NZ	The Diversity Agenda	
New Zealand Football	Rotorua Heritage Farm Limited	The Gearbox Factory	
New Zealand Game Developers Association		The Hongkong & Shanghai Banking Corporation Ltd	

Members as at 30 June 2019

## TRUSTEES REPORT

### FOR THE YEAR ENDED 30 JUNE 2019

#### Trustees

The following persons held positions as Trustees of the Equal Employment Opportunities Trust (EEO Trust) as at 30 June 2019:

#### Michael Barnett

EEO Trust Chair, Chief Executive,  
Auckland Business Chamber

#### John Christie

Director of Enterprise Dunedin

#### Susan Doughty (Co-opted member)

Director - Talent & Engagement,  
Fonterra Co-operative Group

#### Naomi Ferguson

Commissioner and Chief Executive, Inland Revenue

#### Michelle Hippolite

Chief Executive, Te Puni Kōkiri (Ministry of Māori  
Development)  
(term completed)

#### Chris Litchfield

Managing Director, Coca Cola Amatil New Zealand Ltd

#### Adrienne Miller

Consultant and Independent Director

#### Ranjna Patel

Director of Nirvana Health Group

#### Debbie Power

Chief Executive of the Ministry of Social Development

#### Helene Quilter

Secretary of Defence, New Zealand Ministry of Defence  
(term completed)

#### Activity

The EEO Trust was incorporated under the Charitable Trusts Act 1957 on 31 March 1992.

The purpose of the EEO Trust is to promote to New Zealand employers the implementation of equal employment opportunities principles and best practice in the work place.

For and on behalf of the Board of Trustees:



Michael Barnett

Chair

26 September 2019



Chris Litchfield

Trustee

## TRUST DIRECTORY

### AS AT 30 JUNE 2019

#### Nature of Business

To promote to New Zealand employers the implementation of equal employment opportunities principles and best practice in the workplace.

#### Registered Office

Level 1  
90 Symonds Street  
Auckland Central  
Auckland 1010

PO Box 12929  
Auckland 1642

Ph 09 525 3023

E-mail [admin@diversityworks.nz](mailto:admin@diversityworks.nz)  
[www.diversityworks.nz](http://www.diversityworks.nz)

#### Accountants

Auckland Chamber of Commerce  
Level 9  
90 Symonds Street  
Grafton  
Auckland 1010

#### Auditors

Crowe Horwath New Zealand Audit Partnership  
Level 29  
188 Quay Street  
Auckland 1010

#### Bankers

ASB Bank Limited  
Business Banking Centre  
PO Box 35  
Shortland Street  
Auckland 1140

#### Trust Settlement Date

24 March 1992





## OUR ALLIANCE PARTNERS

Diversity Works New Zealand is grateful to our family of Alliance Partners for their continued and generous support.



**Te Tari Taiwhenua**  
**Internal Affairs**

**Russell**  
**McLeagh**

**SKILLS**  
**HIGHWAY**  
Take your business places

STATE SERVICES COMMISSION  
Te Komihana O Ngā Tari Kāwanatanga



**Te Puni Kōkiri**  
REALISING MĀORI POTENTIAL



**WE HELP ORGANISATIONS  
DO WORKPLACE INCLUSION WELL  
AND DO WELL BECAUSE OF IT**



**DIVERSITY WORKS NEW ZEALAND**

Level 1, 90 Symonds Street, Auckland 1010

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