



**ANNUAL
REPORT
2022**

**TE PŪRONGO O
DIVERSITY WORKS
NEW ZEALAND**

Ehara taku toa i te toa takitahi, engari he toa takitini.

Our strength does not come from ourselves alone, our strength derives from the many.

Ā MĀTOU PŪRONGO ABOUT THIS REPORT

Tēnā koutou katoa

The primary goal of Diversity Works New Zealand, as the national body for workplace diversity, equity and inclusion, is to support organisations in their journey to unlock the potential from a diverse workforce. Since being established as the Equal Opportunities Trust in 1992, we have been sustained by a unique partnership between government and employers, aimed at building an increasingly inclusive Aotearoa.

In order to achieve this goal, we implemented a business strategy that responds to the interests of all our stakeholders, supported by an annual workplan that secures the resources and reputation on which our organisation depends. This understanding informs our approach to our annual reporting. In this report we aim to provide a succinct assessment of our current and longer-term strategy in relation to the key considerations for diversity and inclusion in New Zealand, our performance against financial and non-financial objectives, and our priorities and expectations for the year ahead.

This annual report was approved by the Board of Trustees on 20 October 2022 and we present this to our members and the wider stakeholder community as a basis for engagement, with an invitation for any feedback. Thank you for reading the report — please direct any comments to ceo@diversityworks.nz.



Susan Doughty
Chair, Board of Trustees



John Christie
Chair, Finance Audit and Risk Committee

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NGĀ MEA HIRAHIRA O TE TAU 2021-22

HIGHLIGHTS OF 2021-22

BY THE NUMBERS

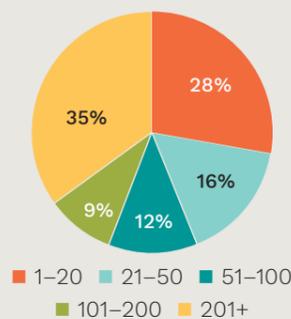
Membership up

13%

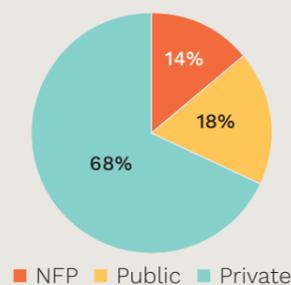
(net growth of 77 members)

4% shift in membership from the public sector to the private sector as result of increased private sector membership

MEMBER ORGANISATION SIZE FY 2122



SECTOR COMPOSITION FY 2122



Revenue down

3.5%

due to Covid-19 impact on events and corporate training

Corporate Training

181 workshops

(15% less than 2021) due to Covid-19 lockdowns

Public Workshops

34 workshops

(similar to 2021)

Reach

54%

increase in number of people reached through face-to-face workshops, online workshops, introductory sessions and speaking engagements (including online Awards event)

Online engagement

7% growth in newsletter database

12% increase in website page views

35% increase in social media followers

92%

satisfaction

companies rating their experience as satisfied or very satisfied

2021 Diversity Awards NZ™

- **51 entries**
- **new categories** aligned with the Aotearoa Inclusivity Matrix (AIM)

HIGHLIGHTS OF PROJECTS, INITIATIVES AND CELEBRATIONS

30-year anniversary

We celebrated the 30-year anniversary of the establishment of Diversity Works New Zealand (formerly the Equal Employment Opportunities Trust) on 31 March 2022. The Trust was established with an initial group of only 30 Foundation Member organisations. To mark this achievement, we created a video with highlights and milestone dates across the three decades, which was distributed via social media on the anniversary date.

Updated Trust Deed and Member Rules

The Trust Deed for the Equal Employment Opportunities Trust was implemented on 31 March 1992. The Trustees noted that the Trust Deed had become dated in respect of modern governance requirements, alignment with Te Tiriti o Waitangi and contemporary developments in diversity, equity and inclusion (DEI). We have undertaken a significant refresh of our Trust Deed and of our Membership Rules to ensure that we are able to move forward in a manner that is fit-for-purpose for the national body of DEI of today. The changes have taken immediate effect through a review of designated groups and our ongoing work to build te ao Māori competency and capability.

Migrant Pay Gap Research

Our Migrant Pay Gap Research report was released in February 2022, supported by good stakeholder engagement and publicity. The research indicated significantly worse labour market outcomes for migrants from non-Western countries of birth than for those from Western economies. A follow-up migrant research project will look at barriers to improved outcomes for adversely impacted migrants.

The Construction Diversity Roadmap

We were contracted by the Construction Sector Accord to assess the state of DEI across the construction and infrastructure sector, supported by a roadmap for change. With the Aotearoa Inclusivity Matrix (AIM) as our framework, we conducted a 360-degree assessment of the sector and we delivered the Construction Diversity Gap Analysis in December 2021. In April 2022 the final programme deliverables were completed and submitted to the Construction Sector Accord, including the Sector Roadmap Report, 40 bespoke organisational roadmaps presented in an online tool, and 278 individual AIM

Assessment reports to organisations who participated in the research. The data collected for this project was integrated in the overall DEI maturity database that will, in time, support industry benchmarking and progress analyses.

Aotearoa Inclusivity Matrix (AIM) assessment tools

We launched the first in our suite of assessment tools against AIM following the conclusion of the Construction Sector Accord project. The AIM Self-Assessment is a survey completed by one person on behalf of their organisation. This allows for an initial assessment of organisational DEI maturity with automated reporting against the seven AIM components. The automated self-assessment is free to Diversity Works New Zealand members and provides organisations with recommendations about first steps to take to improve their DEI maturity. Between its launch in May and the end of June, 47 Self-Assessments had been undertaken by members.

Three new workshops

We launched three new workshops to support organisations in their DEI journey, including:

- Creating Age-Inclusive Workplaces
- Diversity, Equity and Inclusion Management Essentials
- Using Design Thinking for Workplace Inclusion

Workplace Diversity, Equity and Inclusion Conference

We planned to host a DEI conference to coincide with the 2021 Diversity Awards NZ™. To mitigate against financial risk, the conference was presented in association with an external conferencing partner. Due to the year-end lockdowns in Auckland, the conference was postponed several times and was eventually delivered as an online event in February 2022.

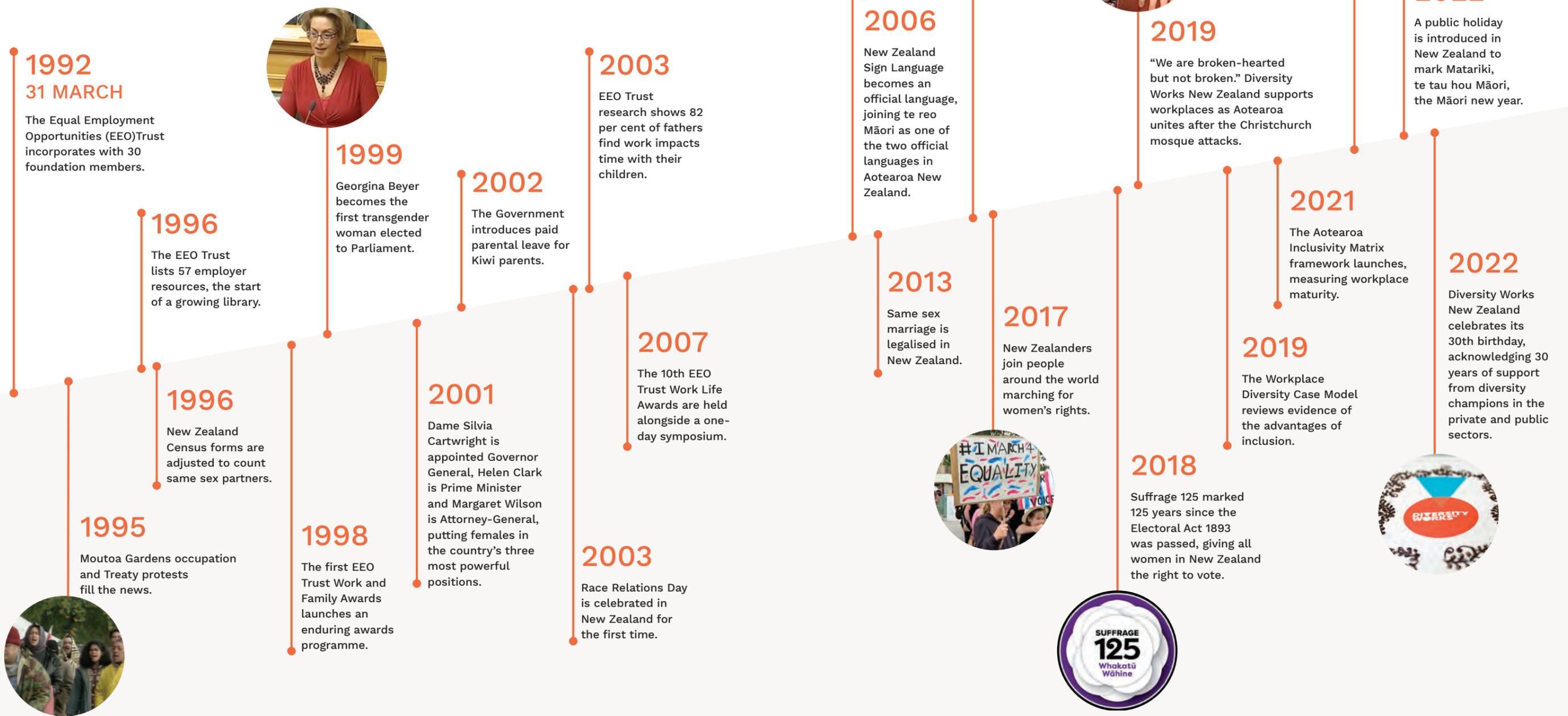
Diversity Sessions

In April 2022, we launched a new online series of webinars to facilitate conversations across topical DEI issues. The webinars are delivered on a regular monthly schedule, featuring subject matter experts in a range of topics. Three webinars were delivered during the year under review, featuring topics related to migrant labour market outcomes, neurodiversity and the rise of inclusive consumerism.

30 YEARS OF WORKING FOR INCLUSION

TORU TEKAU NGĀ TAU E MAHI ANA MŌ TE WHAKAWHAITI O TE TANGATA

This year marked the 30th anniversary of the creation of Diversity Works New Zealand (formerly the Equal Employment Opportunities Trust). Look back at this enduring partnership between the government and the private sector, played out against a background of change in Aotearoa.





“Our strategic focus and commitment to delivering relevant and sustainable support to our stakeholders has underpinned a year of outstanding achievements.”

HE KUPU NĀ TE TOIHAU A WORD FROM THE CHAIR

He mihi maioha tēnei e rere atu ana ki a koutou i tēnei wā korokē. Ko tātau te hunga ora e mau tonu, nō reira, tēnā tātau katoa.

It is with pleasure that I deliver my third report to our members and stakeholders in our 30th year of existence as the national body for diversity, equity and inclusion.

This is also the third year that we report on the impact of Covid-19 on our organisation and, with the extended Auckland lockdowns at the end of 2021, the past year has definitely been the most challenging yet.

We’ve seen the impact in the number of public events and corporate training that we could deliver. We’ve seen it in the shift to an online 2021 Diversity Awards NZ™ celebration. And we’ve seen it in the multiple reschedulings of the conference, which was ultimately delivered as an online event.

But we have not seen it in the number of organisations

that commit to improving their knowledge and practice in building inclusive workplaces for their people – and that is astounding! During this past year, our membership has grown by 13 per cent to 655 members. It has been a privilege to witness an ever-increasing number of organisations joining this movement of change in workplaces.

Despite the ongoing disruption of the pandemic, the year under review has been a very successful one in terms of continued progress against our transformation plan. We remained agile, embraced the opportunities that presented themselves during the year, and made positive changes to our organisation to build foundations for continued growth.

We also delivered on our commitment last year to reinvest



some of the surpluses of previous years into products and services. While the year-end financial results reflect a deficit of \$56,521, this was an intentional shortfall in context of our expanded research, development and engagement initiatives. The balance sheet remains strong and we have now built our reserves to a sustainable level for business continuity.

We also have confidence in our business model and internal controls to manage the risk of investment in new initiatives. As such we look forward to further expansion of our tools and resources in the upcoming year.

I would like to recognise the ongoing support of Government and our Alliance Partners in bringing our work to life. There is still so much to do to build inclusive workplaces throughout the motu and, without your support, we would not be able to execute against our strategy to accelerate the pace of progress and transformation. We are proud of being an influential contributor to the development of diverse, equitable and inclusive organisations across Aotearoa, and we are proud to be walking next to you in this mission.

The year under review also delivered a further milestone, in the form of the review of our Trust Deed and Membership Rules. The provisions in the new Membership Rules were implemented in the subsequent process to elect Trustees as we have, sadly, had to bid farewell to Chris Litchfield on our Board. Chris has completed two terms as a Trustee of Diversity Works New Zealand and we thank him most sincerely for his exceptional support over the past years. In turn, we were honoured to extend a very warm welcome to Tracey Taylor, who joined us as a new elected Trustee for the Private Sector, as from November last year.

I want to thank my fellow

Trustees for their counsel and support during the year. The global narrative around diversity, equity and inclusion is becoming increasingly complex, and our organisation needs a strong governance core to navigate through these developments. Your ongoing commitment to the cause that we stand for is appreciated and valued.

Our success is also directly linked to the hard work of our team. We have made extraordinary progress this year, and I’d like to personally thank every team member for their energy, commitment and consistency in driving our organisation and this important mahi forward.

We sincerely hope that this is the last report to reflect pandemic impacts as one of the main themes of the year, and we look forward to all that is planned for the next year in our organisational growth and evolution.

Ngā mihi

SUSAN DOUGHTY
Chair, Board of Trustees





HE KŌRERO NĀ TE TUMUAKI FROM THE CHIEF EXECUTIVE

Tihei mauri ora. Tēnā koutou katoa.
Ki nga maunga whakahi, me ngā awa tipuna o
te motu tae noa atu ki ngā iwi o ngā topito e wha.
Tēnā koutou katoa. Kō tēnei te reo o Diversity Works
Aotearoa e mihi nei, e karanga nei ki a koutou.
Tēnā koutou katoa.

As I look back on the last year, there is no doubt that the pandemic has challenged us and stretched our limits. I began my last Annual Report reflections with the words “we did not quite expect to still be here at the end of 2021”. Exactly the same statement can be made this year!

The Auckland region experienced the most extensive of lockdowns during the first half of the period under review. This impacted our events and engagements. During the second half of the financial year, we joined every other workplace in the country in working through the ambiguity of Covid illnesses and isolations in our team.

As the impact of Covid-19 has shapeshifted, we have also seen a fair share of themes relating to people experience emerging in management theory and trends.

We moved from generalised observations of “languishing” early in the year, to predictions (and realisations) of a “great resignation” as workplaces reopened. The phase of recovery and reconnecting brought about a wave of “burnout”, leading to the current topic of concern, which is the risks and impacts of “quietly quitting”.

I am proud of how our small team has made it through this year. I am also proud of how we delivered against our strategic agenda despite the multiple setbacks. But I am most proud and grateful for the opportunity to provide continued support through these tricky times to the many diversity, equity and inclusion (DEI) professionals and people leaders in our network.

In 2020 we introduced our



transformation plan, with three primary pillars that inform the strategy – knowledge, collaboration and engagement. The highlights of our progress are noted throughout this report, but I would like to draw special attention to some of the projects and initiatives as they tell a story of how far we have come, and how we are setting ourselves up to go far in the future.

The celebration of the 30-year anniversary of the establishment of the former Equal Employment Opportunities Trust was a highlight. We have grown from 30 organisations in 1992, to a total of 655 at the end of the reporting period – and counting. We are excited about this momentum and looking forward to further acceleration in upcoming years.

Our organisation’s te ao Māori

journey has been significant. We have been generous in investing in our learning and understanding of how Te Tiriti o Waitangi shapes our kaupapa, and while this is a journey of many years, we are already seeing a shift in our approach to the disciplines and practices of DEI.

We are encouraged by an emerging readiness in our network to confront the discomfort of talking about race, racism and our obligation to work towards equal outcomes for marginalised communities. The release of our migrant pay gap research clearly demonstrated that we have some way to go to achieve parity, but I am heartened by the ever-increasing maturity in having these conversations.

We invested heavily in expanding our suite of tools, resources and workshops. We launched the AIM Insights automated self-assessment tool in May, we developed three new workshops to support organisations in their DEI journey, we launched our new online series Diversity Sessions, and we delivered on our regular cadence of annual workplace surveys and reports.

Within the context of our research, we have also been able to contribute to national advocacy campaigns in relation to pay

transparency and the Older Workers Employment Action Plan.

Due to lockdowns, the 24th Diversity Awards NZ™ were presented as a studio event to an online audience under Covid-19 Alert Level 3 restrictions. The awards were live streamed with 1711 online views of the event. I’d like to congratulate George Weston Foods, the supreme winner of the 2021 Diversity Awards NZ™.

And I would be remiss in not highlighting our delivery of the Construction Diversity Gap Analysis and Roadmap to the Construction Sector Accord. This was a mammoth piece of work, with an output that spans far beyond a research report at risk of gathering dust on a shelf. We produced an online tool with 40 bespoke organisational roadmaps based on roles and types of organisations in the sector. These one-pagers are action-packed starting points for a DEI journey and we look forward to having further conversations in the sector about implementing the recommendations.

I am thankful for the dedication of the Board of Trustees and the valuable guidance, insights and support during the past year. During the moments of dealing with isolation and weariness, our Board of Trustees has stood up

magnificently, for which I am deeply grateful.

I also would like to acknowledge our wonderful team for their courage and commitment to this mahi. Change and uncertainty have been the order of the day for the period covered by this report. We have had to be nimble and resolute. We have had to improvise. And we have done just that. Thank you.

As we look to 2023 and beyond, we are conscious that the global economic crisis linked to the pandemic will reverberate for many years. We are committed to come through these challenges by continuing to implement a strategy which communicates a powerful value proposition, and which demonstrates that the work we do is important and relevant.

I look forward to building on the achievements of this past year in our mission to make a meaningful contribution to inclusive and safe workplace cultures.

Heoi anō

MARETHA SMIT
Chief Executive

TO MATOU KAPA | OUR TEAM

19 EMPLOYEES, 100% HYBRID WORKING

15 female 4 male	14 different ethnicities (some identifying with more than one group) speaking 15 different languages	26% LGBTQ+/Rainbow/ Takatāpui representation	21% of staff identify as as disabled and/or neurodivergent
Age range from 21 – 66		42% of staff identify as having a faith or religion with six different faiths represented	

CHIEF EXECUTIVE'S OFFICE



Maretha Smit
Chief Executive

“Our organisation is the kaitiaki of what good looks like in workplace inclusion in this country where national identity is shaped by more than one worldview. How we see ourselves, and how we frame diversity, equity and inclusion in Aotearoa New Zealand, must reflect our commitment to Te Tiriti o Waitangi and equal outcomes for all.”



Maia Hemara-Tylden
Cultural Support Intern
Ngāpuhi/Ngāti Rangī

MEMBERSHIP



Ola Ioane

General Manager: Membership and Community

“We are the connectors, journeying alongside organisations to understand their workplace inclusion needs and goals. Through understanding their experiences, we can identify, share and refer organisations to impactful solutions, advice, and training that acknowledges historical context, supports current circumstances, and inspires future action.”



Helena Chan
Member Success
Manager



Zach Edwards
Member Success
Manager



Georgia Lambert
Member Success Manager
Taranaki/Ngāti Kahungunu



Lyka Raagas
Member Success
Coordinator



Kat Taufalele
Member Success Intern

RESEARCH AND DEVELOPMENT



Pete Mercer

Head of Research and Development

“We are the seekers of knowledge and perspectives, adopting an evidence-based approach to better understand the ever-shifting landscape of workplace diversity, equity and inclusion in Aotearoa New Zealand. We interpret and disseminate information through a range of tools, products and resources to support the eco-system and advocate for meaningful change.”



Dr Nata Tolooei

Senior Research Associate and
Accreditation Manager



Sarah Macdonald

Learning and Development
Advisor



Milica van Leeuwen Bobic

Content Development
Manager

MARKETING AND COMMUNICATIONS



Sheryl Blythen

Head of Marketing and Communications

“We are the storytellers, bringing to life the work our organisation does and sharing the mahi of our members and all those collaborating in the workplace diversity and inclusion eco-system. By shining a light on our successes and what we learn on this journey, we can collectively create workplaces that are better for everyone in our society.”



Sarah Bayliss
Marketing Executive

SHARED SERVICES



Fiona Beal

Head of Shared Services

“We are the heart of Diversity Works New Zealand, creating and maintaining the systems at the foundation of our organisation and taking care of the details so the rest of our teams can support our members and deliver the essential projects that will further workplace diversity, equity and inclusion in Aotearoa New Zealand.”



Sonya Mills
Event Manager



Sonarli Jayaweera
Accounts Assistant



Sindy Senthuran
Project Coordinator



Richard Mortensen
Administrator



Kotahi karihi nāna
ko te wao tapu
nui a Tāne.

The creations of
the forests of Tāne
comes from one
kernel.

– Te Wharehuia Milroy

TE ANGA MO TE AHU WHAKAAHU WHAKAMUA OUR CORE VALUES

We are:

Which means that:

Compassionate

We show kindness and empathy in all our interactions. We actively learn what it means to incorporate **manaakitanga** in our day-to-day interactions.

Creative

We are solution-driven, open to change and obsessed with being relevant. We actively learn what it means to incorporate **auahatanga** in our work.

Considered

We are informed by evidence and grounded in lived experience. We actively seek to learn what **matauranga** looks like in the DEI kaupapa.

Connected

We build momentum for change through our networks and relationships. We aspire to embody the principles and behaviours of **whanaungatanga**.

INVESTING IN SKILLS AND CAPABILITY

During the past year, we have made significant progress with building capacity and capability across our team. We have assessed our own organisational maturity against the Aotearoa Inclusivity Matrix (AIM) and identified gaps to be addressed. As the national body for diversity, equity and inclusion (DEI) we are committed to “walk the talk” in ensuring that our organisation is a diverse, welcoming and safe place to work.

Some of the initiatives implemented during the past year, include:

Building te ao Māori confidence and capability

We have engaged a Cultural Advisor to support us on our journey with Te Tiriti o Waitangi, te ao Māori, te reo Māori and

tikanga Māori. Our Cultural Advisor is also supporting the learning and development of our Cultural Support Intern.

As team activities, we:

- completed team training on Te Tiriti o Waitangi
- celebrated Matariki – Te tau hou Māori by attending Ngā Whetū o Matariki at the Stardome, and we also published a Matariki resource for our member organisations
- visited the Waitangi Treaty Grounds to learn more about the history of Aotearoa New Zealand.

Sign language

We celebrated New Zealand Sign Language Week (NZSL) with a training session facilitated by Deaf Aotearoa. Sign language is one of our country’s official languages and

NZSL Week was a way for us to connect about the importance of NZSL and the Deaf community.

Values

We considered what it is that makes us unique as an organisation, and the values that we bring to life on a daily basis in our mission, engagement and support to member organisations.

Multi-cultural celebrations

We also celebrated the cultural heritage of some of our team members through afternoon sessions once a month. While this programme has been interrupted by the lockdowns and subsequent pressure to emerge from the pandemic, we look forward to re-establishing it in the upcoming year.

NGA MAHI KA WHAI AKE O DIVERSITY WORKS AOTEAROA

WHAT'S NEXT FOR DIVERSITY WORKS NEW ZEALAND

During FY21-22 we made good progress on our three-year strategic transformation plan. We have invested back into our organisation with new research and programmes, made improvements to our governance frameworks and internal processes, expanded organisational capacity and implemented systems for longitudinal data collection.

These improvements will stand us in good stead going forward. We will continue to build capacity in our team and in our systems to be more connected and agile in delivering against an ambitious programme of support to our member organisations and stakeholders.

PRIORITIES FOR NEXT YEAR

The third year of our transformation programme will sharpen the focus on member engagement platforms and processes, an expanded range of tools and resources for large and small organisations, and increased recognition of professionalism and excellence in diversity and inclusion.

Some of the highlights on our workplan include:

- Hosting the first international diversity, equity and inclusion conference in Aotearoa New Zealand
- Supporting the launch of the Global Inclusion and Diversity Alliance in association with partner organisations in Australia, Hong Kong and Canada

- Launching a framework for professional accreditation of diversity, equity and inclusion (DEI) professionals and leaders
- Continuing to deepen our understanding of te ao Māori and our role in recognising Te Tiriti o Waitangi in our work.
- Accelerating our development of new resources and tools to support members
- Expanding the range of AIM assessment instruments (including a qualified assessment and an employee assessment)
- Implementing the next iteration of research into migrant labour market outcomes
- Publishing our regular State of Workplace Inclusion Report which, this year, will include findings from a longitudinal analysis of the annual New Zealand Workplace Diversity Survey
- Reviewing the annual survey to ensure ongoing relevance in terms of emerging themes and contemporary workplace DEI practices

“We will continue to build capacity in our team and in our systems to be more connected and agile.”

- Continued upgrading of our systems for improved user experience, member engagement, peer support and self-service opportunities
- Continued focus on improving our governance and internal controls through formalised policies and processes



BOARD OF TRUSTEES TE POARI KAITIAKI

These are the trustees currently serving on the Diversity Works New Zealand Board.

For full Trustee biographies, please visit diversityworks.nz

PRIVATE SECTOR



SUSAN DOUGHTY (CHAIR)
Director/Head of Reward & Insights, Zespri

A former partner at Ernst & Young Limited and Director – Talent & Engagement with Fonterra, Susan has used her influence to raise awareness of equity issues and promoting positive change within New Zealand. Along with a corporate career spanning 30 years, she has been the director and co-owner of two businesses. Susan is the past President of both the YWCA Aotearoa and Auckland YWCA and is a current Board Director of the Coastguard NZ.



RANJNA PATEL (DEPUTY CHAIR)
Founder of Tamaki Health Group and Founder of Gandhi Nivas

Ranjna has spent four decades growing Tamaki Health from a family business to 50 clinics with more than 1,000 staff. As well as Ministerial appointments to NACEW, the Lottery AK Distribution Committee, and the Ethnic Communities Development Fund, Middlemore Foundation, she is a Trustee of the Mental Health Foundation, NZ Police Commissioners Ethnic Forum, Executive Trustee of Total Healthcare Otago, ISSO Hindu Temple and a member of the Global Women and Co. of Women boards.



JOHN CHRISTIE
Manager 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 Manager of Enterprise Dunedin he is a member of Dunedin City Council's executive leadership team. His previous 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.



TRACEY TAYLOR
Chief Executive Officer, Yellow New Zealand

Leading with aroha and a people-first approach woven into commercial strategy, Tracey brings a background of 10-plus years in multi-channels operations, business management and sales/marketing agencies, both internationally and here in Aotearoa. Forging real change in gender pay equity, and intentional diversity using a cohesive approach has seen Tracey make impact at Yellow where she now leads as CEO.



ADRIENNE MILLER
Executive/Advisor/
Board member

Adrienne has worked as an executive and adviser for over 20 years in the waste, building products, construction and infrastructure industries and also in a public sector water utility - working for Downers, Fletchers, Carter Holt Harvey, Watercare, Waste Management, the Infrastructure Sustainability Council and was recently appointed as CEO at UDINZ.

PUBLIC SECTOR



ALEX CHADWICK
Deputy Commissioner Workforce, Employment Relations and Equity, Te Kawa Mataaho | Public Service Commission

Alex Chadwick is a strategic and results-focused Public Service leader, committed to improving outcomes for New Zealanders, especially women and girls. Prior to her current role, she managed the Government's Gender Pay Taskforce and she continues to lead the Government's work to close gender and ethnic pay gaps across the Public Service.



RENEE GRAHAM
Chief Executive of the Social Wellbeing Agency

Renee has a strong social policy background and experience across a range of domains, including education and employment. She was the Secretary for Women and Chief Executive of the Ministry for Women and she previously held senior policy roles in the Public Sector. She chairs the Asia Pacific Economic Cooperation (APEC) Policy Partnership on Women in the Economy (PPWE) and the Social Services Accreditation Board. Renee is of Ngāti Toa and Ngāti Raukawa descent.



LAULU MAC LEUANAE
Chief Executive of the Ministry for Pacific Peoples

Laulu has led the development of a bold and unifying vision for Pacific communities in New Zealand, and has secured new investments and Pacific-led initiatives to lift the economic, social and cultural wellbeing of Pacific peoples. He actively contributes to the public sector's diversity and inclusion programme and leads Pou Mātāwaka, which aims to eliminate ethnic pay gaps. Laulu is of Samoan descent and holds the Chiefly title of Laulu from Fa'ala.



DR NICOLA NGAWATI
Director (Kaiwhakahaere Matua) of the Mana Wāhine Joint Roopū Manatū Wāhine Ministry for Women

Nicola Ngawati (Ngāpuhi, Ngāti Hine) leads the team coordinating the Government's response to the Mana Wāhine Kaupapa Inquiry and is also the Crown representative on the Joint Research Committee related to the Inquiry's research programme. Nicola also serves on the Board of Endometriosis New Zealand and Tāwhiri Limited and has extensive experience in diversity and inclusion, equal employment opportunities and the Crown/Māori relationship.



STATEMENT OF SERVICE PERFORMANCE FOR THE YEAR ENDED 30 JUNE 2022

DESCRIPTION OF THE ENTITY'S OUTCOMES

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 government and employer contributions. In the financial year 1 July 2021 to 30 June 2022, 655 organisations were donor members. These organisations came from all around New Zealand and represented the private, public, and not for profit sectors. We engaged face to face with 9,731 people through public and customised education workshops held in seven regional centres and our three major cities. We also engaged with thousands more through our online channels. Our annual Diversity Awards NZ attracted 51 entries across 5 categories. There were more than 1711 online views of the event (not included in our events or awards information) – a quarter of those were during live stream and remainder were after the event.

	2022	2021
DESCRIPTION AND QUANTIFICATION OF THE ENTITY'S OUTPUTS		
	attendees at events	attendees at events
a) Public education workshops (event information)	1,454	977
Customised training/workshops and speaking engagements (face-to-face and online)	9,731	7,280
b) Diversity Awards attendees (awards event in 2021-2022 year was an online-only event)	1,711	100
	number of members	number of members
c) Membership	655	578

STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 30 JUNE 2022

	NOTE	2022	2021
REVENUE		\$	\$
Donations, fundraising and other similar revenue	1	1,266,249	1,189,811
Revenue from providing services	1	788,073	934,116
Interest, dividends and other investment revenue	1	4,908	6,934
Total Revenue		2,059,230	2,130,861
EXPENSES		\$	\$
Volunteer and employee related costs	2	1,251,385	961,229
Costs related to providing services	2	783,003	807,170
Other expenses	2	81,363	19,438
Total Expenses		2,115,751	1,787,837
Deficit for the year		(56,521)	343,024

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2022

ASSETS	NOTE	2022	2021
CURRENT ASSETS			
Bank accounts and cash	3	522,407	1,700,898
Debtors and prepayments	3	127,973	135,491
Investments	3	1,179,440	-
Total Current Assets		1,829,820	1,836,389
NON-CURRENT ASSETS			
Property, plant and equipment	5	16,155	13,194
Total Non-Current Assets		16,155	13,194
Total Assets		1,845,975	1,849,583
LIABILITIES			
Current Liabilities			
Creditors and accrued expenses	4	162,323	127,545
Employee costs payable	4	118,336	102,116
Other current liabilities	4	98,170	96,255
Total Current Liabilities		378,829	325,916
Total Assets less Total Liabilities (Net Assets)		1,467,146	1,523,667
ACCUMULATED FUNDS			
Accumulated surpluses	6	477,180	641,471
Other reserves	6	989,966	882,195
Total Accumulated Funds		1,467,146	1,523,667

For and on behalf of the trustees:



Susan Doughty
Chair



John Christie
Chair of Finance Committee

28 September 2022

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2022

	NOTE	2022	2021
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash was received from:			
Donations, fundraising and other similar receipts		1,292,903	1,309,757
Receipts from providing services		788,073	934,116
Interest, dividends and other investment receipts		4,209	6,934
Net GST		6,913	(45,887)
Cash was applied to:			
Payments to suppliers		1,235,166	718,290
Fundraising		771,659	933,332
Employee related		-	-
Net cash flows from/(used in) operating activities		85,273	553,298
CASH FLOWS FROM INVESTING & FINANCING ACTIVITIES			
Cash was received from:			
Receipts from the sale of property, plant and equipment		-	-
Cash was applied to:			
Payments to acquire property, plant and equipment		13,764	(5,787)
Investment in term deposits		1,250,000	(478,322)
Net cash flows from/(used in) investing & financing activities		(1,263,764)	484,109
NET INCREASE IN CASH		(1,178,491)	1,037,407
Opening bank accounts and cash		1,700,898	663,491
Closing bank accounts and cash		522,407	1,700,898
This is represented by:			
Bank accounts & Cash	3	522,407	1,700,898

STATEMENT OF ACCOUNTING POLICIES FOR THE YEAR ENDED 30 JUNE 2022

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 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 - 8% diminishing value
Computer Equipment - 14.4 - 67% diminishing value

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.

Investments that are shares are categorised as "available for sale" for accounting purposes in accordance with financial reporting standards. Share investments are recognised initially at fair value plus transaction costs. At balance date, the trust has assessed whether there is any evidence that an investment is impaired. Any impairment, gains or losses are recognised in the Statement of Financial Performance.

After initial recognition any investments categorised as "available for sale" are measured at their fair value without any deduction for transaction costs that may incur on sale or other disposal.

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 may be 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 policies. All policies have been applied on bases consistent with those used throughout the period.

NOTES TO THE PERFORMANCE REPORT FOR THE YEAR ENDED 30 JUNE 2021

		2022	2021
NOTE 1: ANALYSIS OF REVENUE			
Revenue Item	Analysis		
Donations, fundraising and other similar revenue	Government Matching & Funds	396,000	396,000
	Donations received	870,249	793,811
		1,266,249	1,189,811
Revenue from providing services	Diversity Awards Ticket Sales and Sponsorship	118,750	156,800
	Events, Training and Sponsorship	519,861	737,679
	Consulting Services	149,463	39,637
	Total	788,073	934,116
Interest, dividends and other investment income	Interest on cash deposits	4,908	6,934
NOTE 2: ANALYSIS OF EXPENSES			
Expense Item	Analysis		
Volunteer and employee related costs	Salary & Wages	1,251,385	961,229
	Total	1,251,385	961,229
Expenses related to providing services	Diversity Awards expenses	74,785	227,597
	Events and Training expenses	154,988	171,352
	Consultancy Services	55,365	59,480
	Administration and Overhead costs	497,865	348,741
		783,003	807,170
Other Expenses	Depreciation	10,803	19,438
	Revaluation of investment (unrealised)	70,560	-
	Total	81,363	19,438

Fees of \$12,250 and \$3,125 were paid by the Trust to Crowe 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 2022 (2021: \$8,505 and \$2,950 respectively).

NOTES TO THE PERFORMANCE REPORT FOR THE YEAR ENDED 30 JUNE 2022

		2022	2021
NOTE 3: ANALYSIS OF ASSETS			
Asset Item	Analysis		
Bank accounts and cash	Bank account - cheque	230,424	419,904
	Bank account - savings	291,916	1,280,994
	Bank account - petty cash	67	-
	Total	522,407	1,700,898
Debtors and prepayments	Accounts Receivable	126,674	132,785
	Accrued Interest	699	-
	Prepaid Expenses	600	2,706
	Total	127,973	135,491
Investments	Bank Term Deposits	500,000	-
	Funds Under Management - Milford	679,440	-
	Total	1,179,440	-
NOTE 4: ANALYSIS OF LIABILITIES			
Liabilities Item	Analysis		
Creditors and accrued expenses	Accounts Payable	128,586	109,272
	Accrued Expense	9,015	13,374
	GST Payable	24,903	1,469
	Credit Cards	(180)	3,430
	Total	162,323	127,545
Employee costs payable	Annual leave accrual	97,101	67,175
	Salary & Wage accrual	3,425	-
	PAYE and other taxes	17,810	34,941
	Total	118,336	102,116
Other Current Liabilities	Income in Advance - Events	98,170	96,255
	Total	98,170	96,255

NOTES TO THE PERFORMANCE REPORT FOR THE YEAR ENDED 30 JUNE 2022

NOTE 5: PROPERTY PLANT & EQUIPMENT

THIS YEAR					
Asset Class	Opening carrying amount	Purchases	Sales/ (Disposals)	Current year depreciation	Closing carrying amount
Buildings	-	-	-	-	-
Furniture and fixtures, and Office Equipment	4,695	-	-	1,256	3,439
Computers	8,499	13,764	-	9,547	12,716
Total	13,194	13,764	-	10,803	16,155

LAST YEAR

Asset Class	Opening carrying amount	Purchases	Sales/ (Disposals)	Current year depreciation	Closing carrying amount
Buildings	903	-	-	903	-
Furniture and fixtures, and Office Equipment	11,105	-	(4,772)	1,638	4,695
Computers	26,411	-	(1,015)	16,897	8,499
Total	38,419	-	(5,787)	19,438	13,194

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	-	641,472	882,195	1,523,667
Surplus	-	(56,521)	-	(56,521)
Transfer to Reserve	-	(107,771)	107,771	-
Closing Balance	-	477,180	989,966	1,467,146

LAST YEAR

Description	Capital Contributed by Owners or Members	Accumulated Surpluses or (Deficits)	Reserves	Total
Opening Balance	-	403,265	777,378	1,180,643
Surplus	-	343,024	-	343,024
Transfer to Reserve	-	(104,817)	104,817	-
Closing Balance	-	641,472	882,195	1,523,667

At a previous Board meeting, it was resolved to allocate 6 months of operating expenses to a General Reserve. For the year ended 30 June 2022, this resulted in an additional \$107,771 being allocated to the reserve. This decision was taken in context of contingency and business continuity planning in respect of the Covid-19 developments.

NOTES TO THE PERFORMANCE REPORT FOR THE YEAR ENDED 30 JUNE 2021

	2022	2021
NOTE 7: COMMITMENTS		
Explanation and Timing		
Commitments to lease or rent of assets		
Less than 1 year	32,482	55,965
Greater than 1 year, less than 5 years	251,122	114,645
	283,604	170,610

NOTE 8: CONTINGENT LIABILITIES

At balance date there were no known contingent liabilities (2021: nil)

NOTE 9: RELATED PARTY

Sponsorship, donations and consultancy service revenue has been received by the Trust during the year ended 30 June 2022 and 30 June 2021 from organisations which have offices that are also Trustees of the Trust.

NOTE 10: SUBSEQUENT EVENTS

There were no significant events subsequent to balance date which would have a material effect on the financial statements.

AUDITOR'S REPORT FOR THE YEAR ENDED 30 JUNE 2022

Opinion

We have audited the performance report of Equal Employment Opportunities Trust (the "Trust") on pages 21 to 28, which comprises the entity information, the statement of service performance, the statement of financial performance and statement of cash flows for the year ended 30 June 2022, the statement of financial position as at 30 June 2022, and the statement of accounting policies and other explanatory information.

In our opinion:

- the reported outcomes and outputs, and quantification of the outputs to the extent practicable, in the statement of service performance are suitable; and
- the performance report on pages 21 to 28 presents fairly, in all material respects:

- the entity information for the year ended 30 June 2022;
- the service performance for the year ended 30 June 2022; and
- the financial position of the Trust as at 30 June 2022, and its financial performance, and cash flows for the year then ended in accordance with Public Benefit Entity Simple Format Reporting - Accrual (Not-For-Profit).

Basis for Opinion

We conducted our audit of the statement of financial performance, statement of financial position, statement of cash flows, statement of accounting policies and notes to the performance report in accordance with International Standards on Auditing (New Zealand) (ISAs (NZ)), and of the entity information and statement of service performance in accordance with the International Standard on Assurance Engagements (New Zealand) ISAE (NZ) 3000. Our responsibilities under these standards are further described in the Auditor's Responsibilities for the Audit of the Performance Report section of our report.

We are independent of the Trust in accordance with Professional and Ethical Standard 1 International Code of Ethics for Assurance Practitioners (including

International Independence Standards) (New Zealand) issued by the New Zealand Auditing and Assurance Standards Board, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Our firm prepares the Trust's performance report from information provided by the Trustees. The firm has no other relationship with, or interests in, the Trust.

Trustees' Responsibilities for the Performance Report

The Board of Trustees are responsible on behalf of the Trust for:

(a) Identifying outcomes and outputs, and quantifying the outputs to the extent practicable, that are relevant, reliable, comparable and understandable, to report in the statement of service performance;

(b) The preparation and fair presentation of the performance report, which comprises:

- the entity information;
- the statement of service performance; and
- the statement of financial performance, statement of financial position, statement of cash flows, statement of accounting policies and notes to the performance report in accordance with Public Benefit Entity Simple Format Reporting - Accrual (Not-For-Profit) issued in New Zealand by the New Zealand Accounting Standards Board; and

(c) For such internal control as the Trustees determine is necessary to enable the preparation of the performance report that is free from material misstatement, whether due to fraud or error.

In preparing the performance report, the Trustees are responsible for assessing the Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Trust or to cease operations, or have no realistic alternative but to do so.

Findex (Aust) Pty Ltd, trading as Crowe Australasia is a member of Crowe Global, a Swiss verein. Each member firm of Crowe Global is a separate and independent legal entity. Findex (Aust) Pty Ltd and its affiliates are not responsible or liable for any acts or omissions of Crowe Global or any other member of Crowe Global. Crowe Global does not render any professional services and does not have an ownership or partnership interest in Findex (Aust) Pty Ltd. Services are provided by Crowe New Zealand Audit Partnership an affiliate of Findex (Aust) Pty Ltd. © 2022 Findex (Aust) Pty Ltd

Auditor's Responsibilities for the Audit of the Performance Report

Our objectives are to obtain reasonable assurance about whether the performance report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (NZ) and ISAE (NZ) 3000 will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of this performance report.

As part of an audit in accordance with ISAs (NZ) and ISAE (NZ) 3000, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the performance report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion, including performing procedures to obtain evidence about and evaluating whether the reported outcomes and outputs and quantification of the outputs to the extent practicable, are relevant, reliable, comparable and understandable. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Trust's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

The title 'Partner' conveys that the person is a senior member within their respective division, and is among the group of persons who hold an equity interest (shareholder) in its parent entity, Findex Group Limited. The only professional service offering which is conducted by a partnership is external audit, conducted via the Crowe Australasia external audit division and Unison SMSF Audit. All other professional services offered by Findex Group Limited are conducted by a privately owned organisation and/or its subsidiaries.

- Conclude on the appropriateness of the use of the going concern basis of accounting by the Trustees and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Trust's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the performance report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Trust to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the performance report, including the disclosures, and whether the performance report represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Trustees regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Restriction on Use

This report is made solely to the Trustees of the Trust, as a body. Our audit has been undertaken so that we might state to the Trustees of the Trust those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Trustees of the Trust as a body, for our audit work, for this report, or for the opinions we have formed.



Crowe New Zealand Audit Partnership
Auckland, New Zealand
28 September 2022

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
Business New Zealand
Fisher & Paykel Appliances Limited
Fletcher Building Limited
Fonterra Co-operative Group Limited
KiwiRail Group
New Zealand Post Limited
Progressive Enterprises Ltd
Spark New Zealand Limited
Westpac New Zealand Limited

MEMBERS

4Sight Consulting Limited
A.C. Nielsen (N.Z.) ULC
AA Insurance Limited
AAPC Properties Pty Ltd
AbbVie Limited
Absolute Best Limited T/A Vistalite South Auckland
Accident Compensation Corporation
Acciona Construction New Zealand Limited
Action Engineering Limited
Acumen New Zealand
ADInstruments NZ Limited
AGB Nielsen Media Research (New Zealand) Limited
AgResearch Limited
AIA New Zealand Limited
AIG Insurance New Zealand Limited
Airways Corporation of New Zealand Ltd
Aktive - Auckland Sport & Recreation
Allfields Customised Solutions Limited
Allpress Espresso NZ Limited
Alpha Recruitment Limited
AlSCO NZ
Aluminium Installation & Services Limited
Ambience Tiling Limited
ANCO Properties Development Limited
Anderson Lloyd Lawyers
Antarctica New Zealand
Anthem
Anz Enviro Pty Ltd
AON New Zealand
Aotearoa Resettled Community Coalition Incorporated
APM Workcare Limited
Appointment Better Boards
Ara Institute of Canterbury Limited
Ara Poutama Aotearoa - Corrections

Arbitrators' and Mediators' Institute of New Zealand
Architectus
Archway Recruitment Limited
Art Deco Interior Limited
Artemis Executive Recruitment Limited
Arup New Zealand Limited
Asco Asphalt
Ascot Angiography Limited
Aspeq Limited
Aspire2 International
Association of Consulting Engineers New Zealand (ACENZ)
AsureQuality Ltd
Auckland Chamber of Commerce
Auckland District Health Board
Auckland International Airport Ltd
Auckland Transport
Auckland Unlimited
Auckland War Memorial Museum
Auckland Women's Centre
Aurecon New Zealand Limited
Australasian Society Of Association Executives
Australian Trailer Solutions Group Pty Ltd
AUT University
Aviat Networks
Ballance Agri-Nutrients Limited
Banking Ombudsman Scheme Limited
Bastion Shine Limited
Bay of Plenty Community Trust Inc
Bay of Plenty District Health Board
Bay of Plenty Regional Council
Beam Mobility Holdings PTE Ltd
Beca Limited
Behemoth Brewing Company Limited
Bell Gully
Belron New Zealand Limited
Beyond Services Ltd
Bikanervala Christchurch Limited
Blokhaus Limited
Bluebird Foods Ltd
BNC International Limited
Boffa Miskell Ltd
Born Digital Limited
Brambles New Zealand Limited
Brian Sokolich Panelbeaters Ltd
Bright Track Ltd
Briscoes Group Limited
British American Tobacco (NZ) Ltd
Brookfields Lawyers
Buffalo Plumbing and Gas Limited
Bunnings (NZ) Limited
Bupa Care Services NZ Ltd
Business South
Calibre Collision Limited
Canon New Zealand Limited
Canterbury District Health Board

Canterbury Rugby Football Union
Careering Options Limited
CASS HR for Department of the Prime Minister and Cabinet
CBD Windows & Doors Ltd
CBRE Pty Limited
Central Football
Central Hawkes Bay District Council
Chapman Tripp
Chartered Accountants Australia and New Zealand
Choice Hotels Asia-Pac Pty Ltd
Chorus New Zealand Limited
Christchurch City Council
Christchurch International Airport Limited
Chubb Insurance New Zealand Limited
Cisco Systems New Zealand Limited
City Care Limited
Classic Group Limited
Clemenger Group Limited
Coca-Cola Europacific Partners (NZ) Ltd
Codeblue
Coffey Services (NZ) Ltd
Cogo Connecting Good Limited
Commerce Commission
Commercial Communications Council
Community Connections Te Hapori Awhina Tangata
Community Education Trust Auckland
Compass Group NZ Ltd
Competenz
Conquest Training Limited
Conrad Properties Limited
Constellation Brands New Zealand
Construct Civil Limited
Consult Recruitment Limited
Contact Energy Limited
Cook Brothers Construction Limited
Counties Manukau Kindergarten Association
Coverstaff Recruitment Ltd
Cox Automotive Australia Pty Ltd
CPB Contractors Pty Limited
Craigs Investment Partners
Creative HQ Limited
Creative New Zealand
Daehan Limited
Dairy Nutraceuticals Limited
Dark Horse NZ Limited
DataSentinel Limited
Davanti Consulting Limited
Davidson Twaddle Isaac Lawyers Limited
DB Breweries Limited
DDB Group NZ
Deaf Aotearoa Holdings Limited
Defend Limited
Dentons Kensington Swan

Dentsu Aegis Network NZ
Department of Conservation
DETA Consulting Limited
Dice For Hire Limited
Direct Capital VI Management Limited
Disability Resource Centre HB Trust
Diversity Council Australia Ltd
DLA Piper New Zealand
Downer New Zealand
Downlights Limited
Drake International
Dress For Success Christchurch Incorporated
Dunedin City Council
Dynamix Recruitment Limited
EAP Services Ltd
Earthquake Commission
Edge Line Construction Limited
Education Payroll Limited
Education Perfect Limited
Education Review Office
Education Unlimited
Electricity Authority
Eliot Sinclair & Partners Limited
Emendas Limited
Emerge Aotearoa Limited
Emergent Limited
Employers & Manufacturers Association (Northern) Inc
Employment Court of New Zealand
Employment Services Limited T/A Canstaff
Endace Measurement Systems Ltd
Engineering New Zealand
Enterprise IT Ltd
Environment Canterbury Limited
Environmental Protection Authority (EPA)
Equal Employment Opportunities Trust
Equifax New Zealand Information Services & Solutions Ltd
Equinox Limited
Erickson Fencing Limited
Escott Rosser Group Limited
Essential HR Limited
Event Cinemas Limited
Evolve Chiropractic Limited
Eyes And Ears Limited
Fabulous Work Group Limited
Far North REAP Society Inc
Farmers Mutual Group
Farmlands Co-operative Society Limited
Fidelity Life Assurance Company Limited
Financial Markets Authority (FMA)
Fire and Emergency New Zealand
First Security Guard Services Limited
Fisher & Paykel Healthcare Ltd
Fleetcor Technologies New Zealand Limited

TRUSTEES

FOR THE YEAR ENDED 30 JUNE 2022

The following persons held positions as Trustees of the Equal Employment Opportunities Trust (EEO Trust) as at 30 June 2022:

Susan Doughty

EEO Trust Chair,
Director/Head of Reward & Insights, Zespri

Alex Chadwick

Deputy Commissioner Workforce, Employment Relations and Equity, Te Kawa Mataaho| Public Service Commission

John Christie

Manager of Enterprise Dunedin

Renee Graham

Chief Executive of the Social Wellbeing Agency

Laulu Mac Leuanae

Chief Executive of the Ministry for Pacific Peoples

Chris Litchfield

 (resigned 2 December 2021)

Managing Director, Coca Cola Amatil New Zealand Limited

Adrienne Miller

Executive/Advisor/Board member

Dr Nicola Ngawati

Director (Kaiwhakahaere Matua) of the Mana Wāhine Joint Roopū, Manatū Wāhine Ministry for Women

Ranjna Patel

Founder of Tamaki Health Group and Founder of Gandhi Nivas

Tracey Taylor

Chief Executive Officer, Yellow New Zealand

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:



Susan Doughty

Chair
28 September 2022



John Christie

Trustee
28 September 2022

TRUST DIRECTORY

AS AT 30 JUNE 2022

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
www.diversityworks.nz

Accountants

Findex
Level 29
188 Quay Street
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

Alliance Partners

- Coca Cola Amatil
- Te Tari Taiwhenua Internal Affairs
- Te Kawa Mataaho Public Services Commission
- Te Puni Kokiri
- Yellow New Zealand

Trust Settlement Date

24 March 1992



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



DIVERSITY WORKS NEW ZEALAND

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