



LawVu

DIVERSE TALENT

MEDIUM-LARGE ORGANISATION WINNER



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VIDEO**

THE STORY

In a nod to the adage that a rising tide lifts all boats, LawVu has committed to bringing women into tech positions not just to strengthen their own organisation, but to expand representation within the tech industry.

LawVu is a cloud-based software platform for in-house legal teams that enables them to share, collaborate and manage their work.

Women are significantly underrepresented across STEM careers globally with an estimated 26 per cent of tech-based jobs held by women.

“At LawVu, we believe that this lack of representation limits equality of opportunity for not only women, but also the transformative power of technology,” says Global Vice President of People Karly Boast.

“While we seek to attract diverse minds and experiences across the business, we have spent significant time working to bring women into tech positions at LawVu. Not only does diversity bring more unique perspectives and experiences that are crucial to innovating our product, but it’s also a step in closing the gender gap and ensuring that women have a seat at the tech table.”

Karly says LawVu’s commercial success relies on having a team of diverse thinkers from different backgrounds so they can connect with customers and develop a platform that

fills their needs. A wide variety of initiatives have been adopted to encourage people from all backgrounds to join the team.

Managers undergo training on recognising and understanding implicit bias, conflict resolution, cultural competency, and effective communication to better support diverse teams.

Steps taken to remove internal bias and barriers during the recruitment process include using gender-neutral language in job postings, removing personal information such as name, gender and age from resumes during the initial screening process where possible, and including a diversity statement in external meeting invitations.

Flexible working options are offered to all staff members, who are able to work from home and choose their own hours. Karly says this is particularly appreciated by those juggling professional and parenting duties.

“We also offer generous parental leave for primary and secondary caregivers. This has been of great value to our female employees, but also our male workforce whose partners may not have the same flexibility with their employment.”

Team members are further supported through tailored individual development plans, regular feedback, opportunities for career growth and clear performance goals with transparency around opportunities available.

Female members of the workforce report feeling supported both personally and professionally.

"LawVu has amazing people, benefits, vacation days, and company culture. I have been able to learn so much and grow in my career, but unlike at many companies, at LawVu I've been able to thrive in my personal life, too."

"After joining LawVu as a relatively new people leader in tech, I found that LawVu has gone above and beyond by ensuring I have the right level of support in my leadership role. They put forward a handful of leaders into the LEAD Academy programme, which is a program that runs for most of the year where we work with external coaches to build our leadership capability. I've also really enjoyed how LawVu has recognised and celebrated Women's History Month by doing podcasts with women in different parts of the business and giving them a platform to share their stories and career paths."

As part of its commitment to building diverse talent, LawVu is committed to promoting women in tech within the wider community and encouraging more women to enter the industry. Initiatives include college and university visits, women in tech meet-ups, and collaboration with other start-ups in the Bay of Plenty.

THE CHALLENGE

LawVu wanted to bring more women into tech positions as part of an overall commitment to recruiting a diverse workforce across race, gender, location and culture.

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STRATEGIES FOR SUCCESS

- Training to recognise implicit bias encourages managers to take action during recruitment and beyond
- Flexible working options
- Competitive benefits include additional leave above statutory holidays and generous parental leave for primary and secondary caregivers
- Steps taken to remove internal bias in recruitment, including removing identifying personal information from resumes during initial screening process
- Employees are given regular feedback, career growth opportunities and clear performance goals
- The implementation of Bring your Woo – an initiative designed to create a safe environment that encourages the whole team to celebrate what energises, brings joy and makes them unique



RESULTS AND BENEFITS

- Women make up 32% of tech roles at LawVu compared to the global tech average of 26%, and 50% of leadership roles compared to global average of 25%
- Average score on 2022 employee happiness survey was 88%
- A 91% employee retention rate and an employee net promoter score of 76%

KEY LEARNING

Having a diverse team means more voices, experiences and ideas are brought to the table. This doesn't just positively impact team morale, it helps LawVu innovate its product and provide customers with a more diverse solution.

**DO WORKPLACE DIVERSITY AND INCLUSION WELL
AND DO WELL BECAUSE OF IT.**

Visit diversityworks.nz or call 0800 DIVERSITY (0800 348 377)