

**ANNUAL
REPORT
2023**

**TE PŪRONGO O
DIVERSITY WORKS
NEW ZEALAND**





He waka eke noa
A canoe which we are all in
with no exception

Ā MĀTOU PŪRONGO ABOUT THIS REPORT

Tēnā koutou katoa

The primary goal of Diversity Works New Zealand, as the national body for diversity 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 an organisation 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 nonfinancial objectives, and our priorities and expectations for the year ahead.

This annual report was approved by the Board of Trustees on 26 October 2023 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 2022-23

HIGHLIGHTS OF 2022-23

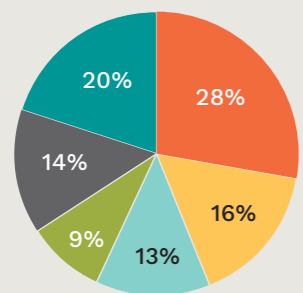
BY THE NUMBERS

Membership up

4%

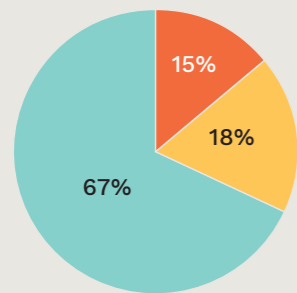
Net growth of 28 members

MEMBER ORGANISATION SIZE FY 22-23



1-20 21-50 51-100
101-200 201-500 501+

SECTOR COMPOSITION FY 22-23



NFP Public Private

Revenue up

2.5%

Due to an increase in membership donations

Corporate Training

187

workshops

3% increase from 2022

Public Events

52

events

18 more events than 2022

Reach

1.5%

increase

in number of people reached through workshops, events and speaking engagements

Online engagement

5% growth in newsletter database

14% increase in website page views

33% increase in LinkedIn followers

NZ Workplace Diversity Survey

259% increase in the number of participants in the 2023 survey

2022

Diversity Awards NZ™

- 66 entries
- Introduced the Diversity Champion category to mark the 25th anniversary of the programme

HIGHLIGHTS OF PROJECTS, INITIATIVES AND CELEBRATIONS

25th Diversity Awards NZ

The 2022 Diversity Awards NZ™ marked the 25th anniversary of this programme, which launched in 1998 as the EEO Trust Work & Family Awards. To celebrate, we introduced a new Diversity Champion category aimed at acknowledging the people in our community who use their skills, experience and emotional intelligence to build environments of belonging. The awards attracted 66 entries across all categories. It was fitting that after two Covid-impacted years, we were able to return to a gala dinner celebration with 400 attendees at Auckland's Cordis Hotel.

Taura magazine

Our digital magazine Taura launched in August 2022, covering a variety of topics including pay gaps as a symptom of disadvantage, faith in the workplace and why organisations need neurodiverse mindsets to unlock business and societal sustainability. The online magazine, which will be published twice a year, is designed to create a hub where everyone who is part of the workplace diversity, equity and inclusion ecosystem can share their ideas and their kaupapa, and we can learn and grow together.

Expanded resource library

Extra member resources were added to our website this year. The Getting Started guide series provides advice to organisations that are in the early stages of developing their recruitment practice with respect to diversity, equity and inclusion (DEI). The four-part Diversity Data series covers what data to collect, how to collect it, how to analyse the data and what to do with it. Understanding Intersectionality and its Impact was published as a public resource.

New workshops

Two new workshops were launched in the 22/23 financial year. Embracing a Systems Change Mindset will help DEI professionals develop awareness of systemic change and its impact on organisational culture. Building Empathy in the Workplace enables people to gain a deeper understanding and appreciation of the experiences of others, which in turn supports a greater appreciation for diverse perspectives.

Whiria Ngā Kaha Workplace Inclusion Aotearoa international conference

Originally scheduled to take place in Rotorua in February 2023, our inaugural Whiria Ngā Kaha Workplace Inclusion Aotearoa conference was moved to Auckland to make attendance feasible for a wider audience. The event was impacted by Cyclone Gabrielle, which prevented some delegates from out of Auckland attending and resulted in some last-minute programme changes. Despite these challenges, 245 delegates attended the conference, along with 57 speakers and panellists, including international experts from the United States, Canada, Hong Kong and Australia. An online Conference Highlights Day was held in May to accommodate delegates who were unable to attend or missed some sessions – it attracted 238 registrations.

Global Inclusion & Diversity Alliance Launch

The Global Inclusion & Diversity Alliance (GIDA), a community of practice for diversity and inclusion organisations from around the world, was launched at our conference in February. Diversity Works New Zealand is a founding partner alongside the Canadian Centre for Diversity and Inclusion, Community Business, and Diversity Council Australia.

Workplace Inclusion Professional Accreditation

Our February conference was also the launch pad for the Workplace Inclusion Professional Accreditation programme. With a competency framework and assessment criteria that allows practitioners to be formally recognised for their knowledge, skills and experience, this programme will give workplaces the security of knowing that this important mahi is being undertaken by professionals recognised in this field who have access to best practice and a community of peer support.

Employee Perception Survey launched

The third tool in our AIM Insights suite, the Employee Perception Survey is designed to capture the impact of an organisation's DEI initiatives as perceived by its employees. It is a valuable addition to the AIM Self-Assessment and Qualified Assessment tools, as it gathers more holistic insights to validate, test and shape programmes of work.

New Community Hub platform

Launched in June 2023, this online platform hosts our new Member Connect forum where employees from our 700 member organisations can learn together and support each other with advice and information. It also houses an expanded resource area and access to all our events and public training workshops.

Diversity Sessions

Launched in April 2022, these online webinars have grown into a pinnacle event on the monthly calendar. Our team delivered nine during the year under review covering a variety of topics including neurodiversity, and the rise of inclusive consumerism, reimagining binary workplaces and empowering allies.



“Our resilience, innovation, and unwavering commitment to our mission have propelled us forward.”

HE KUPU NĀ TE TOIHĀU 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.



I am pleased to present the Chair’s report for 2023, reflecting on our organisation’s journey, achievements, and outlook for the future. The year that was marked the end to the pandemic era, presented us with a number of new challenges, including a recession, the Auckland floods and Cyclone Gabrielle, but our resilience, innovation, and unwavering commitment to our mission have propelled us forward.

During the past year, we successfully concluded the first horizon of our transformation journey – we have, against all weather odds, hosted an international conference, we launched our global partnership through the Global Inclusion and Diversity Alliance, and we implemented the first iteration of our Workplace Inclusion Accreditation

programme. The most significant achievement in our organisational evolution was, however, the progress made with our digital transformation programme to better serve the ever-maturing needs of our members.

Our ability to adapt and persevere during adversity defines our character as an organisation and we maintained uninterrupted service to our members and stakeholders through our established resources and programmes, as well as a range of new offerings to support organisations in their commitment to building inclusive workplaces. As always, I am immensely proud of our team for their resilience, dedication, and innovative spirit.

And I am equally proud of the 683 members at year-end who commit to DEI through their membership

of our organisation, which is a 4.3% increase on last year, despite a tough economic climate. The fact that you kept prioritising inclusive workplace practices throughout the recent hardships, is testament to the strength of the DEI movement and the realisation that the culture of work has fundamentally shifted.

Our investment in strategic workstreams and new offerings during the past year was intentional to ensure that we have the right foundations to meet the increasingly complex needs of our membership. We continued to invest in research and development, product innovation, and strategic

partnerships to position ourselves for future growth.

This came at significant financial cost, as reflected in the deficit of \$146K, however, this deficit was budgeted for as part of the commitment that we made to reinvest some of the surpluses of previous years. Our revenue for FY23 is a 2.5% increase on the previous year and our prudent financial management allowed us to weather the storm and remain resilient. We were pleased that, at year-end, the deficit was within budget, despite the impact of Cyclone Gabrielle on the conference.

Our balance sheet remains strong, our reserves are at a sustainable level to ensure business continuity and, as we are heading into the second horizon of our transformation programme, we are excited about how our strategic investments over the past two years will return value to members and the DEI landscape at large.

In growing our reach and capability as the national body for diversity, equity and inclusion, I wish to recognise the ongoing support of Government and our Alliance Partners. Our work will

be significantly more difficult and progress will be significantly slowed down without your heart and commitment to this mahi.

Similarly, I want to thank my fellow Trustees for their support during the past year and, more generally, for their commitment to the DEI kaupapa. In reviewing and refreshing our strategy earlier this year, I was reminded once more of the depth of experience and strategic agility in this team. It is pure joy to work with you all.

That said, and in keeping with the provisions in our Trust Deed and Member Rules, we’ve had to bid farewell to some of our Trustees. Two of our Public Sector Trustees, Dr Nicola Ngawati and Mac Leauaneane had to step down as result of a change of roles in the public sector and Alex Chadwick will remain in an Advisory capacity until public sector nominations are complete post the election. We have not yet had confirmation of replacement Trustees in these vacancies and the Board is therefore currently underrepresented by the public sector.

Additionally, the second term of office of Adrienne Miller, a Member-nominated Private Sector Trustee, has

come to an end and she has decided not to stand for elections this year. Adrienne has dedicated significant time and energy to Diversity Works and diligently supported our organisation through the past six years – both in governance and for six months as interim Chief Executive. We thank all of our outgoing Trustees most sincerely for their service and wish them well for their future governance careers.

With a refreshed strategy and great foundations for accelerated impact, our outlook for 2024 is cautiously optimistic and we look forward to all that is planned for the next year in our organisational growth and evolution. We know that, with a newly established Government, regardless of party, , new relationships will form, priorities and messaging may change, but the essence of inclusive workplace practices will remain – he tangata, he tangata, he tangata.

SUSAN DOUGHTY
Chair, Board of Trustees



“We stand on the cusp of the next horizon in our organisational evolution - one marked by agility, innovation, and an unwavering commitment to our core values and mission.”

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 tōpito 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.



It is with some relief and significant pleasure that I present this, my fourth Chief Executive review for our 2023 Annual Report. Not only is this the first report where the pandemic does not dominate the narrative, but it is also the report where we look back at the conclusion of the first horizon of our transformation journey as an organisation.

A major highlight for us was 2022 Diversity Awards NZTM, hosted in August last year. This was a very special occasion - not only because we could finally return to an in person gala event, but also because this was the 25th year of hosting these awards. And, while the audience was still somewhat

impacted by the uncertainty of impromptu isolations, the energy in the room was electric. We welcomed a total of 400 people at the awards, with a parallel online audience of 239 viewers. The winning organisations in all the categories were deserving of recognition and I'd like to congratulate every one of them, with specific reference to Pūhoro STEM Academy who was the supreme winner on the night.

Over the past three years, we have delivered on an ambitious programme of work to improve the value that we are bringing to our members and the diversity, equity and inclusion (DEI) kaupapa

at large across the motu. With this, we now stand on the cusp of the next horizon in our organisational evolution - one marked by agility, innovation, and an unwavering commitment to our core values and mission.

The year has not been without its challenges and, in the second half of the year, specifically, we have felt the impact of the Auckland floods, Cyclone Gabrielle and the recession. The reactive nature of managing through various layers of crises, meant that some of the strategic workstreams were postponed to the next financial year. Despite this, we have achieved a few significant runs on

the board, which will stand us in good stead as we head into the next three years.

Details of these achievements are noted elsewhere in this report, but I would like to mention a few key highlights that will form cornerstones of the next horizon in our strategy.

The global economy, DEI landscape, member expectations and technology are all evolving at an unprecedented pace. To thrive in this dynamic environment, we needed to find a way to knit these themes together into a cohesive strategy and we have found this through our community platform. We launched our new website and Community Hub in June 2023 as a tool to connect the people in this mahi and provide better peer-to-peer support.

Our members are at the heart of everything we do, and, with our ever-maturing suite of digital tools and functionality, we are looking towards leveraging our platforms to delivering value that is increasingly relevant, personalised and responsive. It is early days, but the indicators are positive and will present a fundamental shift in how we operate and provide value to our members.

In a context where considerations related to diversity, equity and inclusion are becoming increasingly nuanced and polarised, we are also conscious that our DEI community needs additional layers of training and support to keep themselves and their organisations safe in this mahi. To this effect we have launched the accreditation programme for practitioners and professionals earlier this year and we look forward to seeing how a more intentional approach to the development of a DEI skillset will increase the impact and return on investment in relevant strategies and programmes.

We have also done much more work in respect of our te ao Māori journey and, during the past year have felt the need to explore what this might look like for our name and brand. The Board of Trustees and all staff have done significant reflection on how our values show up on a day-to-day basis, and we started the process of consultation regarding a change in tohu, which will be concluded during the upcoming year.

And, finally, we also invested heavily in expanding our suite of tools, resources and workshops. Our suite of assessment tools against the Aotearoa Inclusivity

Matrix (AIM) is now fully operational, we developed two new workshops to support organisations in their DEI journey, and we refreshed and expanded our range of resources and reports.

In driving these programmes of work forward, I wish to express my utmost gratitude and admiration for each and every one of our team members who deliver relentlessly through a culture of collaboration, innovation and accountability.

And I am also most grateful for the dedication and support of the Board of Trustees for walking with support and wisdom next to us, every day, as we navigate this important kaupapa.

I look forward to another meaningful year at Diversity Works New Zealand as we increasingly build the momentum for change across our ecosystem. Together, we are creating a brighter future.

Ngā mihi nui ki a koutou!

MARETHA SMIT
Chief Executive

NGA MAHI KA WHAI AKE O DIVERSITY WORKS AOTEAROA

WHAT'S NEXT FOR DIVERSITY WORKS NEW ZEALAND

During FY22-23 we concluded the first three-year iteration of our strategic transformation plan through new frameworks, research, resources and delivery platforms.

As we move forward into our next strategy horizon, FY24 – FY26, we remain steadfast in our commitment to our mission and values, ongoing evidence-led innovation, and building connections to support the momentum for change across our member community.

Having built the foundations of a refreshed national body for diversity, equity and inclusion (DEI) during the past few years, we will now look towards scaling our reach and accelerating our growth and impact as an asset for workplaces across Aotearoa New Zealand.

The next horizon of our strategic evolution will focus on increased clarity regarding our value proposition, combined with continued iteration and improvement of our systems and strategic workstreams to ensure that we extract the envisaged value from these investments.

NGĀ TINO WHĀINGA | CORE OBJECTIVES

TAHI
Increase our prominence as the authority and platform for the DEI kaupapa

1

RUA
Leverage and activate the ecosystem to achieve change at scale

2

TORU
Deliver innovative offerings to improve workplace inclusion outcomes

3

WHA
Integrate Te Tiriti o Waitangi into our mahi

4

RIMA
Ensure that we are financially stable and sustainable

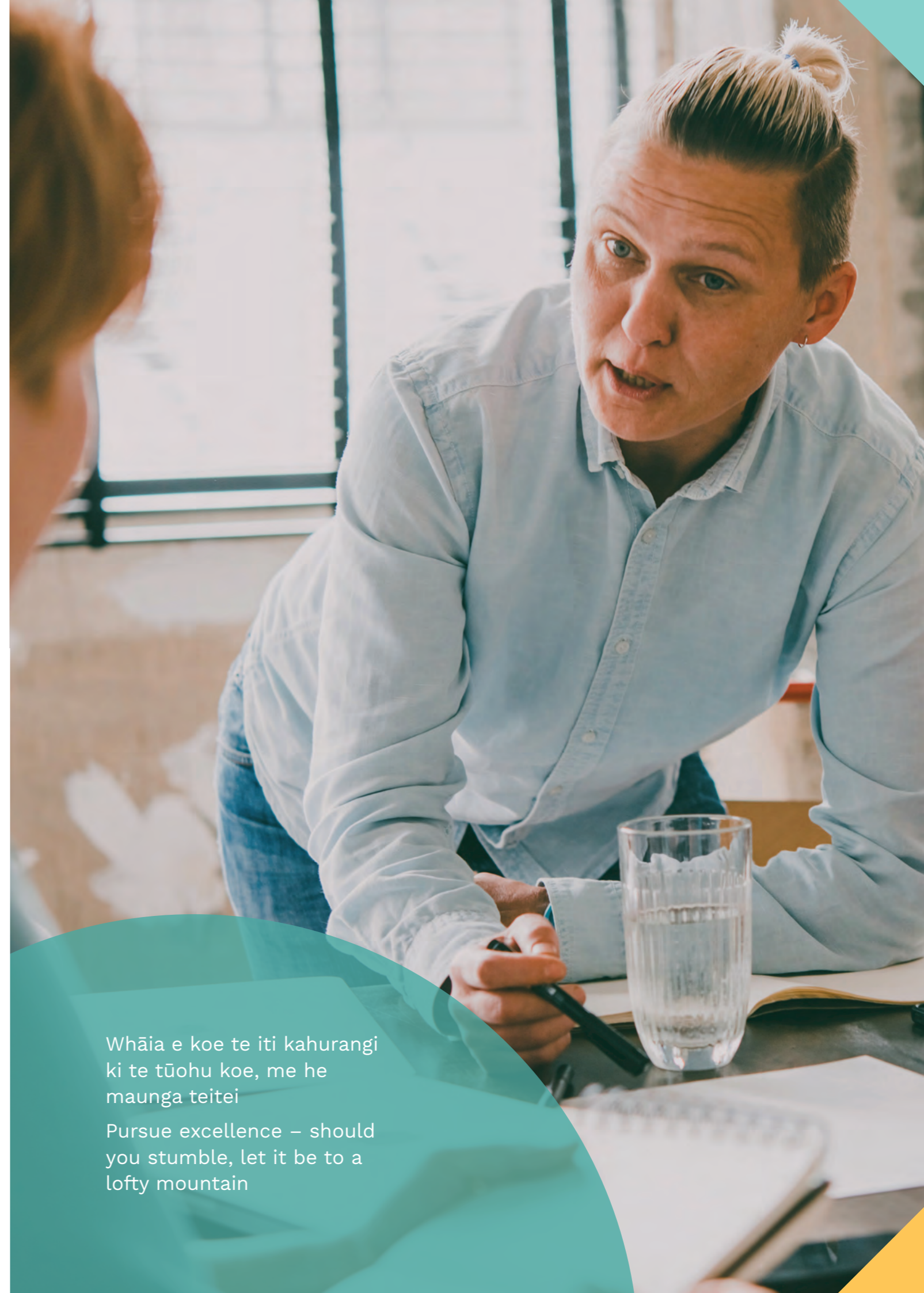
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PRIORITIES FOR NEXT YEAR

In the coming year, some of the highlights in our workplan include:

- Restructuring our delivery model across the key value streams of Community, Capability and Consulting
- Expanding our innovation ecosystem, partnering with startups, research institutions, and industry leaders to drive innovation and deliver groundbreaking solutions
- Embedding our Community Hub as a valued strategic resource in workplaces
- Expanding reach and uptake of professional accreditation of DEI professionals and leaders
- Reframing our capability development programme within the context of our Theory of Change for workplace inclusion
- Expanding our set of digital tools to include e-learning and blended learning
- Hosting our regular cadence of events, including the annual conference, annual awards, and monthly online webinars
- Continuing to deepen our understanding of te ao Māori and our role in recognising Te Tiriti o Waitangi in our work.

We will also continue to build capacity in our team and in our systems to be more connected and agile in delivering support to our member organisations and stakeholders.



Whāia e koe te iti kahurangi
ki te tūohu koe, me he
maunga teitei

Pursue excellence – should
you stumble, let it be to a
lofty mountain

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.

TE POARI KAITIAKI BOARD OF TRUSTEES

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

PUBLIC SECTOR



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 Downer, Fletchers, Carter Holt Harvey, Watercare, Waste Management, the Infrastructure Sustainability Council and was recently appointed as CEO at UDINZ.



ALEX CHADWICK

Deputy Commissioner Workforce, 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 leading strategy for the Public Service workforce, she managed the Government's Gender Pay Taskforce and continues to oversee delivery of the Government's diversity, equity and inclusion work programme.



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 People Officer, NZME

Leading with aroha and a people-first approach woven into commercial strategy, Tracey brings a background of 15-plus years in multi-channels operations, business management, media and sales/marketing agencies, both internationally and here in Aotearoa. Forging real change in gender pay equity, and intentional diversity using a cohesive approach.



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. Renee co-sponsors the Government Women's Network and is a member of the Public Service Chief Executive Rainbow Committee. Renee is of Ngāti Toa and Ngāti Raukawa descent.

For full Trustee biographies, please visit diversityworks.nz

ENTITY INFORMATION FOR THE YEAR ENDED 30 JUNE 2023

LEGAL NAME OF ENTITY

Equal Employment Opportunities Trust (trading as Diversity Works New Zealand). The Trust is also known as Diversity Works New Zealand

TYPE OF ENTITY AND LEGAL BASIS

Incorporated as a Charitable Trust under the Charitable Trusts Act 1957 Registered as a Charity (registration number CC22630) under the Charities Act 2005

ENTITY'S PURPOSE OR MISSION STATEMENT

To provide advice/information and advocacy services for voluntary promotion of equal employment opportunities ("EEO") amongst businesses operating in New Zealand by way of (1) development and dissemination of educational material promoting EEO programmes, policies and practices; (2) development and commissioning of projects or research on EEO issues and practices; (3) acknowledging and recognising businesses which actively promote EEO.

ENTITY STRUCTURE & GOVERNANCE

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.

MAIN SOURCES OF CASH & RESOURCES

The Trust is funded by contributions from (1) private and public sector employer donations; (2) government funding; (3) sponsorship and event registration income from organised events. Government funding is a critical funding source to the operations of the entity.

MAIN METHODS USED BY THE ENTITY TO RAISE FUNDS

The Trust maintains a regular programme of updating its existing donors in the database on the activities of the Trust as well as to potential employer groups which are open to EEO practices. Funds are also raised by way of donations appeal to the employer groups.

THE ENTITY'S RELIANCE ON VOLUNTEERS AND DONATED GOODS OR SERVICES

The level of volunteer and donated goods or services during the financial year was negligible.

ADDITIONAL INFORMATION

Trustees

Susan Doughty - Chair
John Christie - Chair of Finance, Audit & Risk Committee
Tracey Taylor - Chair of People & Culture Committee
Ranjna Patel - Deputy Chair
Adrienne Miller
Alex Chadwick
Renee Graham
Laulu Mac Leauanae (resigned 29.11.2022)
Nicola Ngawati (resigned 12.10.2022)

Independent Auditor

Crowe New Zealand Audit Partnership
Auckland

Banker

ASB Bank Limited
Auckland

CONTACT INFORMATION

Registered Office

Level 1, 90 Symonds Street
Auckland

Postal Address

P O Box 12929
Auckland 1642

Website

www.diversityworksfnz.org.nz

Phone

0800 Diversity or 0800 348 377

STATEMENT OF SERVICE PERFORMANCE FOR THE YEAR ENDED 30 JUNE 2023

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 2022 to 30 June 2023, 683 organisations were donor members. These organisations came from all around New Zealand and represented the private, public, and not for profit sectors. We engaged with 12,459 people through face to face and online public and corporate education workshops and speaking engagements held across the motu. We also engaged with thousands more through our online channels. Our annual Diversity Awards NZ attracted 66 entries across six categories. There were 400 attendees at the 2023 Diversity Awards NZ, plus 239 live online views of the event and a total 613 views of the recording since the Awards.

	2023	2022
DESCRIPTION AND QUANTIFICATION OF THE ENTITY'S OUTPUTS		
	attendees at events	attendees at events
a) Public education workshops (event information)	3,901	1,454
Corporate training/workshops and speaking engagements (face-to-face and online)	8,558	9,731
b) Diversity Awards attendees	639	1,711
2023 awards was a hybrid event		
2022 awards was an online event		
	number of members	number of members
c) Membership	683	655

STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 30 JUNE 2023

	NOTE	2023	2022
REVENUE		\$	\$
Donations, fundraising and other similar revenue	1	1,357,177	1,266,249
Revenue from providing services	1	732,906	788,073
Interest, dividends and other investment revenue	1	21,119	4,908
Total Revenue		2,111,201	2,059,230
EXPENSES		\$	\$
Volunteer and employee related costs	2	1,454,344	1,251,385
Costs related to providing services	2	850,490	783,003
Other expenses	2	8,308	10,803
Revaluation of investment (unrealised)		(55,377)	70,560
Total Expenses		2,257,765	2,115,751
Deficit for the year	6	(146,564)	(56,521)

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2023

ASSETS	NOTE	2023	2022
CURRENT ASSETS			
Bank accounts and cash	3	321,456	522,407
Debtors and prepayments	3	367,163	127,973
Investments	3	1,034,817	1,179,440
Total Current Assets		1,723,436	1,829,820
NON-CURRENT ASSETS			
Property, plant and equipment	5	15,178	16,155
Total Non-Current Assets		15,178	16,155
Total Assets		1,738,614	1,845,975
LIABILITIES			
Current Liabilities			
Creditors and accrued expenses	4	179,645	162,323
Employee costs payable	4	110,163	118,336
Other current liabilities	4	128,224	98,170
Total Current Liabilities		418,032	378,829
Total Assets less Total Liabilities (Net Assets)		1,320,582	1,467,146
ACCUMULATED FUNDS			
Accumulated surpluses	6	275,293	477,180
Other reserves	6	1,045,289	989,966
Total Accumulated Funds		1,320,582	1,437,146

For and on behalf of the trustees:



Susan Doughty
Chair



John Christie
Chair of Finance Committee

Date authorised for issue
27 September 2023

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2023

	NOTE	2023	2022
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash was received from:			
Donations, fundraising and other similar receipts		1,177,957	1,292,903
Receipts from providing services		732,905	788,073
Interest, dividends and other investment receipts		21,818	4,209
Net GST		-	6,913
Cash was applied to:			
Payments to suppliers		1,462,517	1,235,166
Fundraising		849,470	771,659
Employee related		14,313	-
Net cash flows from/(used in) operating activities		(393,620)	85,273
CASH FLOWS FROM INVESTING & FINANCING ACTIVITIES			
Cash was received from:			
Receipts from the sale of property, plant and equipment		200,000	-
Cash was applied to:			
Payments to acquire property, plant and equipment		7,331	13,764
Investment in term deposits		-	1,250,000
Net cash flows from/(used in) investing & financing activities		(192,669)	(1,263,764)
NET INCREASE IN CASH			
		(200,951)	(1,178,491)
Opening bank accounts and cash		522,407	1,700,898
Closing bank accounts and cash		321,457	522,407
This is represented by:			
Bank accounts & Cash	3	321,456	522,407

STATEMENT OF ACCOUNTING POLICIES FOR THE YEAR ENDED 30 JUNE 2023

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 2023

		2023	2022
NOTE 1: ANALYSIS OF REVENUE			
Revenue Item	Analysis		
Donations, fundraising and other similar revenue	Government Matching & Funds	396,000	396,000
	Donations received	961,177	870,249
	Total	1,357,177	1,266,249
Revenue from providing services	Diversity Awards Ticket Sales and Sponsorship	125,000	118,750
	Events, Training and Sponsorship	578,718	519,861
	Consulting Services	29,188	149,463
	Total	732,906	788,073
Interest, dividends and other investment income	Interest on cash deposits	21,119	4,908
NOTE 2: ANALYSIS OF EXPENSES			
Expense Item	Analysis		
Volunteer and employee related costs	Salary & Wages	1,454,344	1,251,385
	Total	1,454,344	1,251,385
Expenses related to providing services	Diversity Awards expenses	101,939	74,785
	Events and Training expenses	167,274	154,988
	Consultancy Services	7,507	55,365
	Administration and Overhead costs	573,770	497,865
	Total	850,490	783,003
Other Expenses	Depreciation	8,308	10,803
	Total	8,308	10,803

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 2023 (2022: \$9,398 and \$2,950 respectively).

NOTES TO THE PERFORMANCE REPORT FOR THE YEAR ENDED 30 JUNE 2023

		2023	2022
NOTE 3: ANALYSIS OF ASSETS			
Asset Item	Analysis		
Bank accounts and cash	Bank account - cheque	198,179	230,424
	Bank account - savings	120,774	291,916
	Bank account - petty cash	2,504	67
	Total	321,456	522,407
Debtors and prepayments	Accounts Receivable	269,164	126,674
	Accrued Interest	750	699
	Prepaid Expenses	97,249	600
	Total	367,163	127,973
Investments	Bank Term Deposits	300,000	500,000
	Funds Under Management - Milford	734,817	679,440
	Total	1,034,817	1,179,440
NOTE 4: ANALYSIS OF LIABILITIES			
Liabilities Item	Analysis		
Creditors and accrued expenses	Accounts Payable	124,389	128,586
	Accrued Expense	15,500	9,015
	GST Payable	41,206	24,903
	Credit Cards	(1,450)	(180)
	Total	179,645	162,323
Employee costs payable	Annual leave accrual	85,337	97,101
	Salary & Wage accrual	7,403	3,425
	PAYE and other taxes	17,423	17,810
	Total	110,163	118,336
Other Current Liabilities	Income in Advance - Events	128,224	98,170
	Total	128,224	98,170

NOTES TO THE PERFORMANCE REPORT FOR THE YEAR ENDED 30 JUNE 2023

NOTE 5: PROPERTY PLANT & EQUIPMENT

THIS YEAR					
Asset Class	Opening carrying amount	Purchases	Sales/ (Disposals)	Current year depreciation	Closing carrying amount
Furniture and fixtures, and Office Equipment	3,439	-	-	1,058	2,381
Computers	12,716	9,501	(2,170)	7,250	12,797
Total	16,155	9,501	(2,170)	8,308	15,178

LAST YEAR

Asset Class	Opening carrying amount	Purchases	Sales/ (Disposals)	Current year depreciation	Closing carrying amount
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

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	-	477,180	989,966	1,467,146
Surplus	-	(146,564)	-	(146,564)
Transfer to Reserve	-	(55,323)	55,323	-
Closing Balance	-	275,293	1,045,289	1,320,582

LAST 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

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 2023, this resulted in an additional \$55,323 (2022: \$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 2023

	2023	2022
NOTE 7: COMMITMENTS		
Explanation and Timing		
Commitments to lease or rent of assets		
Less than 1 year	54,969	32,482
Greater than 1 year, less than 5 years	137,919	251,122
	192,887	283,604

NOTE 8: CONTINGENT LIABILITIES

At balance date there were no known contingent liabilities (2022: nil)

NOTE 9: RELATED PARTY

Sponsorship, donations and consultancy service revenue has been received by the Trust during the year ended 30 June 2023 and 30 June 2022 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 2023

Opinion

We have audited the performance report of Equal Employment Opportunities Trust (the "Trust") which comprise the financial statements on pages 15 to 22, the statement of service performance on page 15 and the entity information on page 14. The complete set of financial statements comprise the statement of financial position as at 30 June 2023, and the statement of financial performance and statement of cash flows for the year ended, and the statement of accounting policies and other explanatory information.

In our opinion, the accompanying performance report presents fairly, in all material respects:

- the entity information as at 30 June 2023;
- the financial position of the Trust as at 30 June 2023, and its financial performance and its cash flows for the year then ended; and
- the service performance of the Trust for the year ended 30 June 2023 in accordance with the entity's service performance criteria in accordance with Public Benefit Entity Simple Format Reporting - Accrual (Not-For-Profit) issued by the New Zealand Accounting Standards Board.

Basis for Opinion

We conducted our audit of the financial statements in accordance with International Standards on Auditing (New Zealand) (ISAs (NZ)), and the audit of the entity information and statement of service performance in accordance with the ISAs (NZ) and New Zealand Auditing Standard (NZ AS) 1 *The Audit of Service Performance Information*. Our responsibilities under those 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.

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.

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Our firm undertakes a compilation engagement to prepare the statutory financial statements based on information provided by Management. The firm has no other relationship with, or interests in, the Trust.

Information Other Than the Performance Report and Auditor's Report

The Trustees' are responsible for the other information. The other information comprises the information included in the Annual Report on pages 1 to 13 and 25 to 32 but does not include the performance report and our auditor's report thereon.

Our opinion on the performance report does not cover the other information and we do not express any form of audit opinion or assurance conclusion thereon.

In connection with our audit of the performance report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the performance report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Trustees' Responsibilities for the Performance Report

The Trustees are responsible on behalf of the Trust for:

- (a) the preparation and fair presentation of the entity information, financial statements and statement of service performance in accordance with Public Benefit Entity Simple Format Reporting - Accrual (Not-For-Profit) issued by the New Zealand Accounting Standards Board;
- (b) service performance criteria that are suitable in order to prepare service performance information in accordance with Public Benefit Entity Simple Format Reporting - Accrual (Not-For-Profit); and
- (c) such internal control as the Trustees determine is necessary to enable the preparation of the financial statements and statement of service performance that are 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.

Auditor's Responsibilities for the Audit of the Performance Report

Our objectives are to obtain reasonable assurance about whether the entity information, financial statements as a whole, and the statement of service performance are 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 NZ AS 1 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 NZ AS 1, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the entity information, the financial statements and the statement of service performance, 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. 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 of the entity information, the financial statements and the statement of service performance 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.

- Obtain an understanding of the process applied by the entity to select what and how to report its service performance.
- Evaluate whether the service performance criteria are suitable so as to result in service performance information that is in accordance with Public Benefit Entity Simple Format Reporting – Accrual (Not-For-Profit).
- Conclude on the appropriateness of the use of the going concern basis of accounting by the Trust 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 represents the underlying transactions, events and service performance 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, as a body. Our audit has been undertaken so that we might state to the Trustees 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 Trust and its Trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Crowe New Zealand Audit Partnership¹

Auckland, New Zealand

27 September 2023

¹ 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.

Ma whero ma pango ka oti ai te mahi
With red and black the work will be complete



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
New Zealand Post Limited
Progressive Enterprises Ltd
Spark New Zealand Limited
Westpac New Zealand Limited

MEMBERS

4Sight Consulting Limited
AA Insurance Limited
AAPC Properties Pty Ltd
AbbVie Limited
Absolute Best Limited T/A Vistalite South Auckland
Accessible Limited
Accident Compensation Corporation
Acciona Construction New Zealand 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
Anderson Lloyd Lawyers
Antarctica New Zealand
Anthem
Anz Enviro Pty Ltd
ANZCO Foods Limited
AON New Zealand
Aotearoa Resettled Community Coalition Incorporated
APM Workcare Limited
Ara Institute of Canterbury and Te Pūkenga
Ara Poutama Aotearoa - Corrections Arbitrators' and Mediators' Institute of New Zealand
Architectus
Archway Recruitment Limited
Aroa Biosurgery Limited
Art Deco Interior Limited
Artemis Executive Recruitment Limited
Arup New Zealand Limited
Asco Asphalt
Ascot Angiography Limited
Aspeq Limited

Aspire2 International
Auckland Chamber of Commerce
Auckland District Health Board
Auckland International Airport Limited
Auckland One Rail Limited
Auckland Rugby Union Incorporated
Auckland Transport
Auckland War Memorial Museum
Auckland Women's Centre
Aurecon New Zealand Limited
Australasian Society Of Association Executives
AUT University
Aviat Networks
Ballance Agri-Nutrients Limited
Banana Blue Limited
Banking Ombudsman Scheme Limited
Bastion Shine Limited
Baxter Healthcare Limited
Bay of Plenty Community Trust Inc
Bay of Plenty Regional Council
Beam Mobility New Zealand Limited
Beca Limited
Behemoth Brewing Company Limited
Bell Gully
Belron New Zealand Limited
Beyond Services Ltd
Bikanervala Christchurch Limited
Black Interiors 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
Buildmedia Limited
Bunnings (NZ) Limited
Bupa Care Services NZ Ltd
Burnett Foundation Aotearoa
Callaghan Innovation
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
Cello Group Limited
Central Football
Central Hawkes Bay District Council
Centre For Not For Profit Governance & Leadership Limited
Chaney & Norman Architects Limited
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 Property Limited
City Care Water Limited
Clemenger Group Limited
Coast Collision Limited TA Calibre Collision Orewa
Coca-Cola Europacific Partners (NZ) Ltd
Codeblue
Coffey Services (NZ) Ltd
Cognizant New Zealand Limited
Cogo Connecting Good Limited
Colour HR 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
Consilium NZ Limited
Constellation Brands New Zealand
Consult Recruitment Limited
Contact Energy Limited
Cook Brothers Construction Limited
Counties Energy 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
Crew Consulting Limited
Crown Institute Of Studies Limited
Daehan Limited
DataSentinel Limited
DB Breweries Limited
DDB Group NZ
Deaf Aotearoa Holdings Limited
Decipher Group Limited
Defend Limited
Dentons Kensington Swan
Dentsu New Zealand Limited
DETA Consulting Limited
Dice For Hire Limited
Direct Capital VI Management Limited
Disability Resource Centre HB Trust
DivergenThinking Limited
Diversity Council Australia Ltd
DLA Piper New Zealand
Downer New Zealand
Downlights Limited
Drake International
Dress For Success Christchurch Incorporated
DTI Lawyers Limited
Dual New Zealand Limited
Dunedin City Council

Dynamix Recruitment Limited
Eclix Fleet Holding (Nz) Limited
Education Perfect Limited
Education Review Office
Education Unlimited
Eighty4 Recruitment Limited
Eke Panuku Development Auckland
Electricity Authority
Eliot Sinclair & Partners Limited
Emerge Aotearoa Limited
Emergent Limited
Employers & Manufacturers Association (Northern) Inc
Employment Court of New Zealand
Endace Measurement Systems Ltd
Engineering New Zealand
Environment Canterbury Limited
Environmental Protection Authority (EPA)
Equal Employment Opportunities Trust - CC22630
Equipax New Zealand Information Services & Solutions Ltd
Equilibrium By Elite Limited
Equinox Limited
Erickson Fencing Limited
Erigo Limited
Essential HR Limited
EVT Ltd
Eyes And Ears Limited
Fabulous Work Group Limited
Far North REAP Society Inc
Farmers Mutual Group
Fee Langstone Limited
Fidelity Life Assurance Company Limited
Financial Markets Authority (FMA)
Fire and Emergency New Zealand
First Security Guard Services Limited
Firstlight Foods Limited
Fisher & Paykel Healthcare Ltd
Fleetcor Technologies New Zealand Limited
Flow Transportation Specialists Limited
Fluid Recruitment New Zealand Limited
FNZ Ltd
Foodstuffs North Island Limited
Forte Recruitment Limited
Freestyla Construction & Recruitment Limited
Freightways Limited
Fresenius Kabi New Zealand Limited
Fronde Systems Group Limited
Fuel Storage
Fulton Hogan Limited
GBL Personnel Limited
Gentrack Limited
George Weston Foods (NZ) Limited
GHD Limited
Ghella Abergeldie Joint Venture
Giltrap Group Holdings Limited
Glass and Window Solutions Limited
Glia Limited
Goodman Property Services (NZ) Limited
Government Communications Security Bureau
GrainCorp
Grant Thornton New Zealand Ltd
Greater Wellington Regional Council

Greenpeace Aotearoa Incorporated
Greenstone Solutions Limited
Ground Up Forestry Training And Development Limited
H&L Fixing Limited
H. W. Richardson Group Limited
Hair & Barber New Zealand Limited
Halberg Foundation
Hamilton City Council
Hands On Rehabilitation Limited
Hāpaitia Limited
Harrison Grierson Consultants Limited
Hazardco Holding Company Limited
Heaney & Partners Limited
HEB Construction Limited
HelloFresh New Zealand Limited
Heritage New Zealand Pouhere Taonga
Hobson Leavy Limited
Holland Beckett Trustee Limited
Holmes NZ LP
Home Construction Limited
Hometouch Electrical and Automation Limited
Hope-Cross Consulting Ltd
Horizon Energy Group Limited
Horticulture New Zealand Limited
Hr Connect Limited
Human Resources Institute of NZ (HRINZ)
IAG Group
Icebreaker New Zealand and Australia Limited
Ignite Services Limited
IHC Foundation Limited
Inde Technology Limited
Independent Police Conduct Authority
Industry Training Solutions Limited
Infrastructure New Zealand Limited
Infrastructure Sustainability Council
InfraTec New Zealand Limited
Inland Revenue
Inmusic New Zealand Limited
Inside Executive Recruitment
Institute of Environmental Science & Research
Institute of Geological and Nuclear Sciences Ltd
Insurance & Financial Services Ombudsman Scheme
Insurance Council of New Zealand
International Accreditation New Zealand
ISS Facility Services Limited
Itus Scaffolding Ltd
Jackson Stone and Partners
Jacobs Douwe Egberts NZ (JDE)
Jacobs New Zealand Limited
James & Wells
James Hardie New Zealand Ltd
Jani-King (Nz) Limited
K&Y Construction Limited
Kainga Ora-Homes and Communities
Kami Limited
Kcc Construction Limited
Kerridge & Partners Ltd
Key Assets
Khan Cartage Limited
Kin Limited

Kings College Foundation
Kiwi Property
Kiwi Wealth Investments Limited
Kiwibank Ltd
Kristie Mortimer
Kuehne + Nagel Limited
La Marzocco Australasia Limited
Land Information New Zealand
Lane Neave Limited
Law Commission
Law Plus Limited
Leaft Foods Limited
Life Links
Life Recruitment Limited
Lift Education
Likemind Limited
Lincoln University
Livestock Improvement Corporation Limited
Lm Consulting Limited
Longveld Limited
L'Oreal New Zealand Limited
Lotto New Zealand
Lotus Supermarket
Louie Berkers Collision Repair Centre LTD
Lowie Recruitment International Limited
Lutra Limited
LYNC (NZ) CO LIMITED
Lytteport Port Company Limited
M.T.V. Limited
Manaaki Whenua Landcare Research NZ Ltd
Manawa Energy Limited
Manawatū District Council
Manawatu Education Academy (PN) Limited (T/A BHB Academy)
Marley New Zealand Limited
Marsh NZ Ltd
Marshall Day Acoustics Limited
Martin Jenkins
Massey University
Masterton District Council
Matamata-Piako District Council
Mather Consulting Limited
McConnell Dowell Constructors Ltd
McDonald's Restaurants (NZ) Ltd
MCMLXX Limited
MediaWorks Holdings Limited
Medtech Limited
Mental Health Foundation of New Zealand
Merck Sharp & Dohme (New Zealand) Limited
Meredith Connell
Metalcraft Roofing Limited
Metroclad Limited
MetService NZ Ltd
MidCentral District Health Board
Midlands Health Network Limited
Milford Asset Management Limited
Ministry for Culture and Heritage
Ministry for Pacific Peoples
Ministry for Primary Industries
Ministry for the Environment
Ministry for Women
Ministry of Business, Innovation and Employment (MBIE)

DIVERSITY WORKS NEW ZEALAND | MEMBERS cont'd

Ministry of Defence	Niche Media Nz Limited	Precinct Properties NZ Ltd	Skills Consulting Group Limited	Te Taura Whiri I te Reo Maori Māori Language Commission	University of Otago
Ministry of Education	Niche Recruitment Limited	Predict HQ Limited	SKY TV	Te Whatu Ora - Health Promotion	Uno Loco Limited
Ministry of Foreign Affairs and Trade	Nikko Asset Management New Zealand Limited	Prepack Limited	SKYCITY Auckland Limited	Teaching Council	Up Education Group Limited
Ministry of Justice	Nimbl Consulting Limited	Presbyterian Support (Northern)	Sling & Stone Limited	Television New Zealand Limited	Upper Echelon Limited
Ministry of Social Development - Wellington	Ninja Kiwi Limited	ProCare Network Limited	Smart Media Limited	Terra Group NZ Ltd	Upskills
Ministry of Transport	Norris Ward McKinnon Limited	Productive People Limited	Smartpay Holdings Limited	Tertiary Education Commission	Vector Limited
Mission Ready Hq Limited	North Harbour Hockey Association Incorporated	Progress to Health	Soar Communications Group (SCG)	The Association of Consulting and Engineering New Zealand Incorporated	Vertical Horizonz New Zealand Limited
Momentum Consulting Group Limited	North Island Design Limited	Property Council Of New Zealand Incorporated	Social Labour Supply Ltd	The Boston Consulting Group Pty Ltd	Victoria University of Wellington
Mondelez New Zealand	Northland Regional Council	Public Fundraising Regulatory Association	Socialite Recruitment Limited	The Building Intelligence Group Limited	Vis à Vis NZ Limited
Mondiale VGL Group Limited	NZ Council for Educational Research	Public Relations Institute of New Zealand Incorporated	Solnet Solutions Limited	The Career Development Company Limited	Volunteering New Zealand Incorporated
Mooven Limited	NZ on Air	Publishers Association of New Zealand Incorporated	Sony Music Entertainment New Zealand Limited	The Diversity Agenda	Vulcan Steel Limited
Mornington Health Centre Limited	NZME Publishing Limited	Quattra Mechanical Limited	Southbase Construction Limited	The Employers' Chamber of Commerce (Incorporated)	Waikato District Council
Morphum Environmental Limited	NZSki Limited	Queenstown-Lakes District Council	Southern Cross Benefits Limited	The Fred Hollows Foundation NZ	Waikato Institute of Technology Limited
Morrison Low & Associates Limited	Obertech Group	Rabobank New Zealand Limited	Southern Cross Health Society	The Gap 2014 Limited	Waitemata District Health Board
MOTAT	Odyssey House Trust	Radio New Zealand	Southern Cross Healthcare Limited	The Hongkong & Shanghai Banking Corporation Ltd	Waka Kotahi NZ Transport Agency
Multi Marketing Services New Zealand Limited	Office of Film & Literature Classification	Raise Limited	Southland Building Society	The Instillery Group Limited	Wakatū Incorporation
Nando's New Zealand	Office of the Auditor-General and Controller	Randstad Limited	Southland District Council	The Lion Foundation	Wallwork & Associates Limited
National Institute of Water & Atmospheric Research Limited	Office of the Clerk of the House of Representatives	Rau Paenga Limited	SouthRoads Ltd	The New Zealand Institute for Plant and Food Research Limited	Waratah NZ Limited
National Mini Storage Limited	Office of the Privacy Commissioner	Ravensdown Limited	Spaceworks Design Group Limited	The New Zealand Institute of Forestry	Warner Bros. International Television Production New Zealand Limited
National Personnel Ltd	OfficeMax New Zealand Limited	Raymond Donnelly & Co	Sparta Construction NZ Limited	The New Zealand Society of Authors	Waste Management NZ Limited
National Youth Theatre Company Trust	Olympus Group Limited	RCP Limited	SPCA Social Enterprises Limited	The Royal Australasian College of Physicians	Watercare Services Limited
Nauhria Precast Limited	OMD New Zealand Limited	RCSA - Recruitment, Consulting and Staffing Association of Australia & NZ	Sport and Recreation New Zealand	The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)	Wellington City Council
Nauhria Reinforcing Limited	OmniTech Limited	Rebel Sport	Sport Canterbury	The Royal New Zealand Ballet	Wellington Free Ambulance Service (Incorporated)
Naumi Hotels NZ PTY Limited	One New Zealand Group Limited	Recorded Music New Zealand Limited	Sport Manawatu Charitable Trust	The Sustainable Coastlines Charitable Trust	Wellington Regional Economic Development Agency
Naveya & Sloane Limited	Opotiki District Council	Recruit IT Group Ltd	Sport Otago	The Todd Corporation	Wellington Zoo Trust
Navman Wireless New Zealand	Opteon New Zealand	Redvespa Consultants Ltd	Springload Web Design	The Treasury	Wellsouth Primary Health Network
Naylor Love Limited	Oranga Tamariki Ministry for Children	Remarkable Minds Limited	St John	The Walt Disney Company (New Zealand) Limited	Whakaata Maori
Neazor Brady & Partners Limited	Orion Health Limited	Reserve Bank of New Zealand	Starfish Consulting Limited	The Warehouse Limited	Whanganui District Council
Nelson Airport Limited	Orion New Zealand Ventures Limited	Resolve Group Limited	Statistics New Zealand	The Warehouse Limited	Whangarei District Council
Nelson City Council	Ospri New Zealand Limited	Resource Development Consultants Limited	Steel and Tubes Holding Limited	The Warehouse Limited	Whitehaven Wine Company Ltd
Netball New Zealand Inc	Otago Regional Council	Restaurant Association Of New Zealand Incorporated	Strategic Pay Limited	Tile Installation Specialists Limited	William Buck (NZ) Limited
New Forests NZ Pty Limited	Oyster Property Group Limited	Rider Levett Bucknall Auckland Ltd	Stride Investment Management Limited	Timely Limited	Wings Trust 1986 Incorporated
New Plymouth District Council	Pacific Steel (NZ) Limited	Roar Coaching Limited	Sudima Hotels- Hind Management (NZ) Limited	Tinwald Medical Services Limited	Woods Glass (NZ) Limited
New Zealand Aluminium Smelters Limited	PAE (New Zealand) Limited	Robert Walters New Zealand Limited	Supercare Limited	Toi Mai Workforce Development Council	Worklife Group Limited
New Zealand Customs Service	Palmerston North City Council	RocketWerkz Studios Limited	Sustainable Business Network	Toka Tū Ake EQC	WorkSafe New Zealand
New Zealand Defence Force HQ	Parkable	Rolleston Central Health Limited	SWR Group NZ Limited	Tomorrow's People Ltd	WorleyParsons New Zealand Limited
New Zealand Family Planning Association Incorporated	Parker Bridge (NZ) Ltd	Rothley Partners Limited	Synlait Milk Ltd	Tonkin & Taylor Ltd	Wotton + Kearney Limited
New Zealand Film Commission	Parliamentary Service	Royal Society of New NZ Wellington Branch Inc. T/A Royal Society Te Apārangi	T&G Global	Top Drawer Consultants	WPP Holdings
New Zealand Football	Partners Life	Rubix Limited	Talent Army Limited	Topline Group	Wright Communcations Limited
New Zealand Game Developers Association	Pattle Delamore Partners Limited	Russell McVeagh	Talent International (Nz) Limited	Totara Hospice	Write Limited
New Zealand Green Building Council	PBO Group Limited	Ryan Recruitment	Talent Vault Group Limited	Tower Insurance Limited	WSP New Zealand Limited
New Zealand Growth Capital Partners Limited	Peddle Thorp Ltd	Safe Kids In Daily Supervision Limited	Tamaki Health	Toyota New Zealand Limited	WYCH Limited
New Zealand Health Association Limited	Pennington Consulting Limited	Salt	Tata Consultancy Services Limited	Trade Me Limited	Wynn Williams
New Zealand Housing Foundation	Pentair Flow Technologies Pacific Pty Ltd	Save The Children New Zealand	Tātaki Auckland Unlimited Limited	Trade Window Limited	Xero Limited
New Zealand Institute of Quantity Surveyors Incorporated	People Media Group 2011 Limited	Schneider Electric (NZ) Limited	Tauranga City Council	Transdev Auckland Ltd	Yellow NZ Limited
New Zealand Oil & Gas Limited	people2people Recruitment (NZ) Limited	Schooldocs Limited	Te Aho o te Kura Pounamu	Transpower New Zealand Limited	Younity Limited
New Zealand Police	PHARMAC	Script To Screen-Te Tari Tuhi Kupu A Whakaahua	Te Ara Ahunga Ora Retirement Commission	Tregaskis Brown Limited	YWCA Auckland
New Zealand Police Incorporated T/A NZ Police Association	Pharmacy Retailing (NZ) Ltd	Sealink Travel Group New Zealand Limited	Te Hopai Trust Group	Tribe Limited	Z Energy Limited
New Zealand Qualifications Authority	Philip Morris (NZ) Limited	Selwyn District Council	Te Kawa Mataaho Public Service Commission	Trility New Zealand Limited	Zespri International Trading Limited
New Zealand Red Cross	Place Recruitment	Serious Fraud Office	Te Pou o te Whakaaro Nui	Truестock Limited	
New Zealand Rugby Union Incorporated	Platinum Recruitment	Serko Limited	Te Pūkenga – New Zealand Institute of Skills and Technology trading as Connexis	Tu Ora Compass Health	
New Zealand Steel Ltd	Porirua City Council	Shore Trust	Te Pūkenga – New Zealand Institute of Technology - Trading as Otago Polytechnic	Tuatahi First Fibre Limited	
New Zealand Symphony Orchestra	Port Blakely Limited	Silver Fern Farms Co-Operative Limited	Te Pūkenga - Trading as Unitec	TupuToa	
New Zealand Winegrowers	Ports of Auckland Ltd	Silverstripe Limited	Te Pūkenga Work Based Learning Limited T/A BCITO	Two Degrees Mobile Limited	
Ngā Taonga Whitiāhua me Ngā Taonga Kōrero	Power Stanfield Consulting Limited	Simpson Grierson	Te Puni Kōkiri - Ministry of Maori Development	Unison Networks Limited	
NIB NZ Limited	PPG Industries NZ Ltd	Site Safe New Zealand Inc	Te Tari Taiwhenua Internal Affairs	Universal Communications Group NZ Limited	

Members as at 30 June 2023

TRUSTEES

FOR THE YEAR ENDED 30 JUNE 2023

The following persons held positions as Trustees of the Equal Employment Opportunities Trust (EEO Trust) between 1 July 2022 and 30 June 2023:

Susan Doughty

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

Alex Chadwick

Deputy Commissioner Workforce, Te Kawa Mataaho |
Public Service Commission

John Christie

Manager of Enterprise Dunedin

Renee Graham

Chief Executive of the Social Wellbeing Agency

Laulu Mac Leauanae (resigned 29 November 2022)

Chief Executive of the Ministry for Pacific Peoples

Adrienne Miller

Executive/Advisor/Board member

Dr Nicola Ngawati (resigned 12 October 2022)

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 People Officer, NZME

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
27 September 2023



John Christie
Trustee
27 September 2023

TRUST DIRECTORY

AS AT 30 JUNE 2023

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 Europacific Partners NZ
- Te Tari Taiwhenua Internal Affairs
- Te Kawa Mataaho Public Services Commission
- Te Puni Kokiri
- Yellow New Zealand

Trust Settlement Date

24 March 1992



Ehara taku toa, he takitahi, he toa takitini
My success should not be bestowed
onto me alone, as it was not individual
success but success of a collective

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



DIVERSITY WORKS NEW ZEALAND

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