



CREATING AN AUTHENTIC RAINBOW INCLUSION JOURNEY





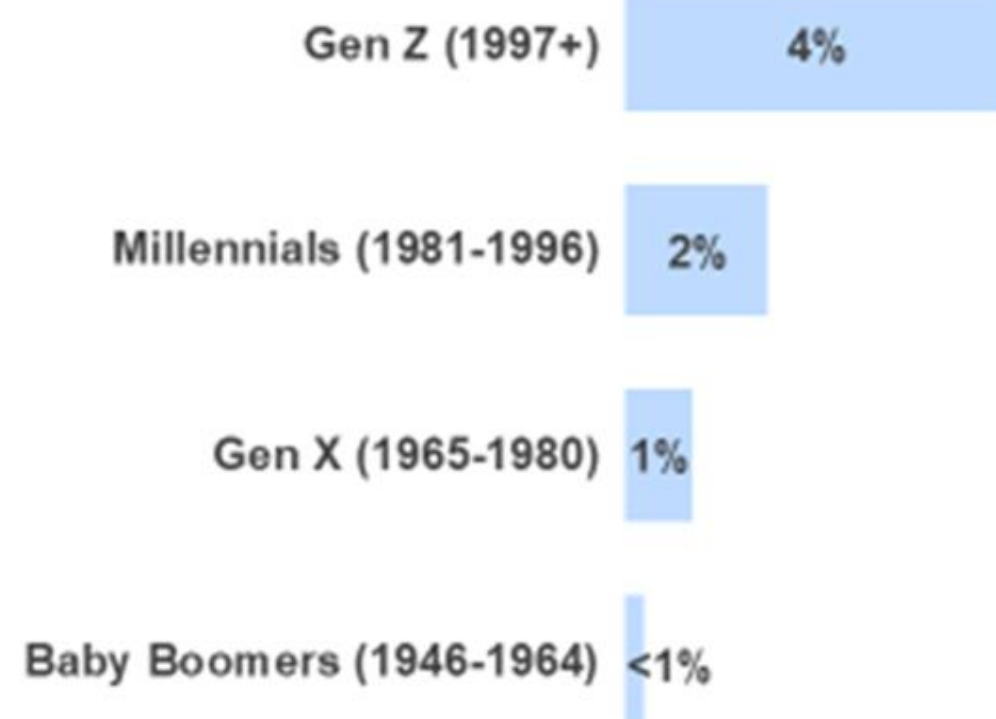
← Vicki Strachan She/Her – Head of IT Operations Powerco

Leile Sims She/Her – Head of People and Culture Powerco



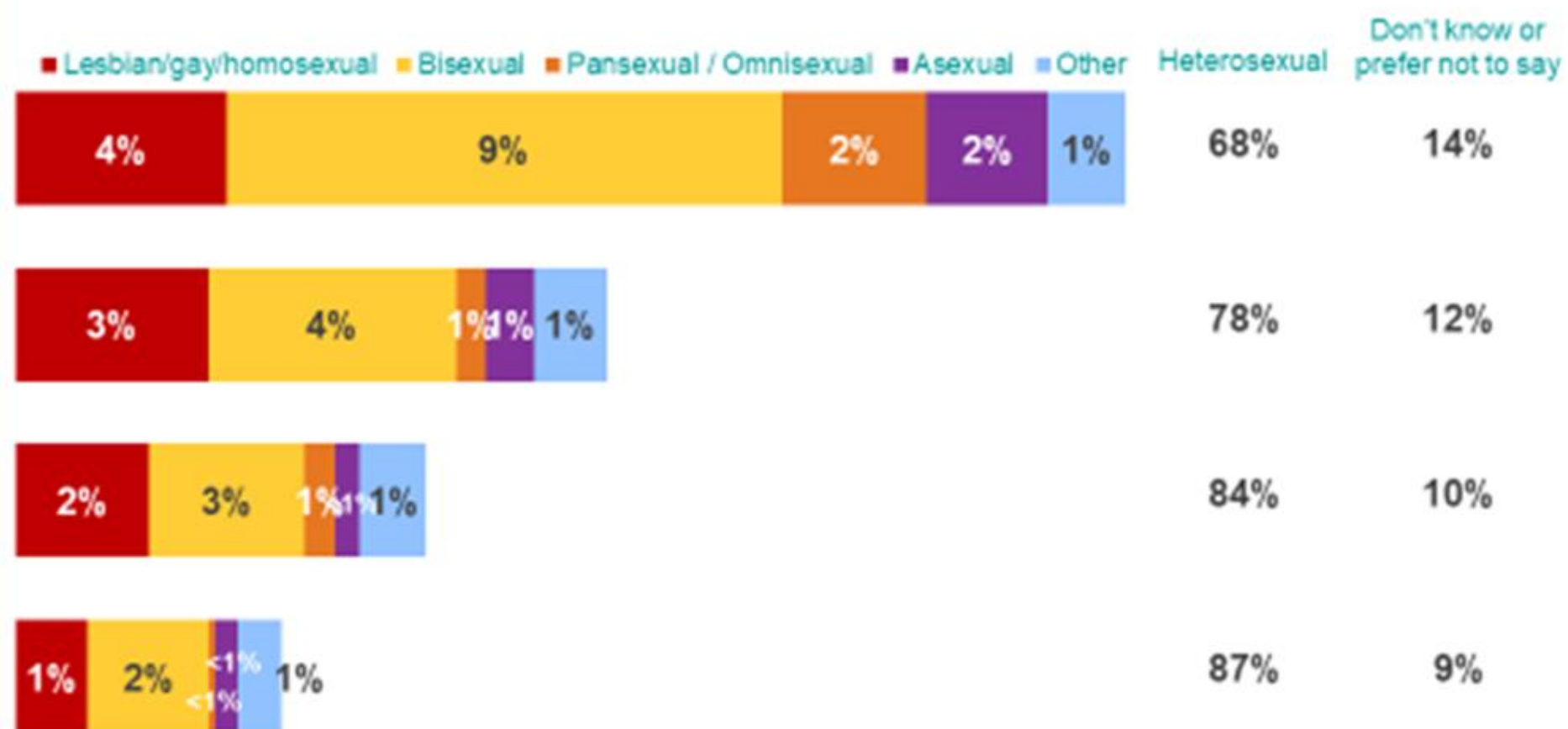
GENDER IDENTITY AND SEXUAL ORIENTATION BY GENERATION (GLOBAL COUNTRY AVERAGE)

% describing themselves as "transgender", "non-binary/non-conforming/gender-fluid" or "in another way"*



*rather than "male", "female" or "prefer not to say"

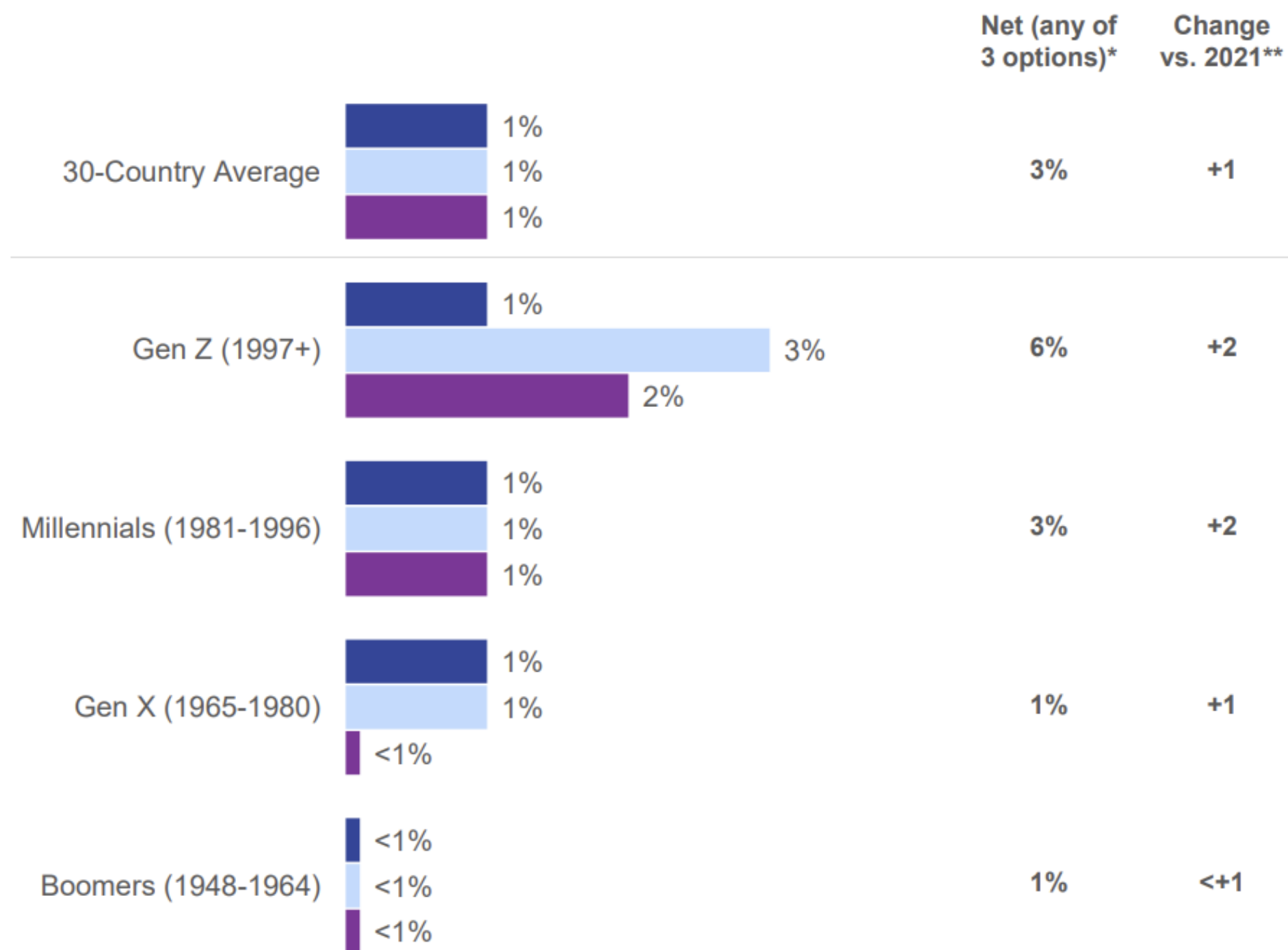
% identifying as



Gender Identity By Generation

Q. How do you currently describe yourself?

- Transgender
- Non-binary, non-conforming or gender-fluid
- Differently from above and from male or female



WORKPLACE DIVERSITY AND LGBT+ INCLUSION STRONGLY INFLUENCE CAREER DECISIONS, PARTICULARLY FOR GEN ZS AND MILLENNIALS

GEN X RESPONDENTS (43%)
MILLENNIALS (64%)
GEN ZS (72%)



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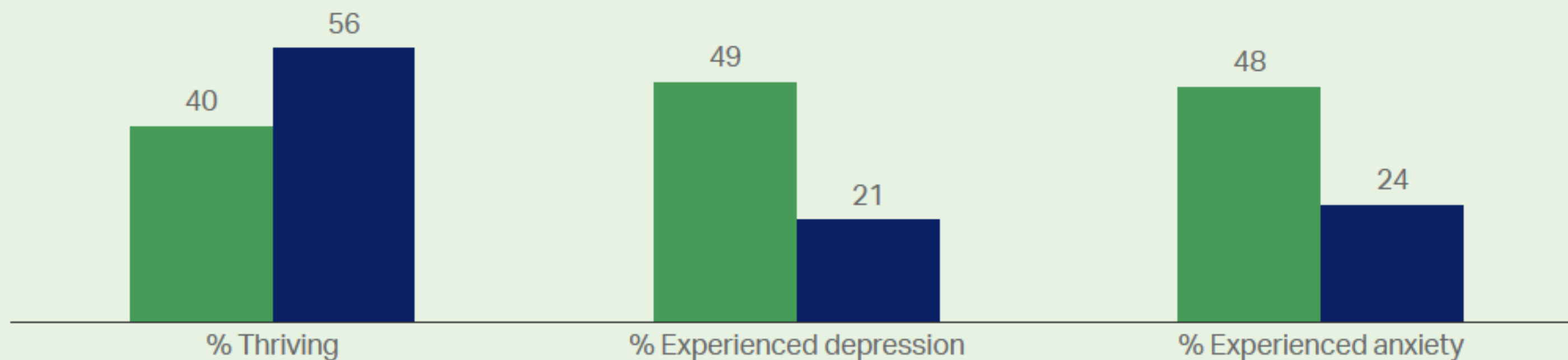


JUST UNDER 60% ARE OPEN WITH THEIR CLOSEST COLLEAGUES ABOUT THEIR SEXUAL ORIENTATION, AND 54% ABOUT THEIR GENDER IDENTITY. THIS COMPARES TO ONLY 37% WHO ARE COMFORTABLE BEING OUT ABOUT EITHER THEIR SEXUAL ORIENTATION OR GENDER IDENTITY WITH THEIR DIRECT MANAGERS.

THE DELOITTE GLOBAL LGBT+ INCLUSION @ WORK STUDY

LGBT Employees Are Less Likely to Be Thriving, More Likely to Have Experienced Depression and Anxiety

■ LGBT employees ■ Non-LGBT employees



2022 • [Get the data](#)

GALLUP

Global Best Practice 7 key focus areas:

- **Leadership**
- **Strategy and Purpose**
- **Employee Engagement and Involvement**
- **Policy and Practices**
- **Training and Development**
- **External Engagement**
- **Measurement and Reporting**



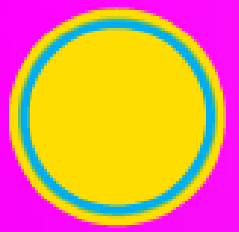
CREATING AN AUTHENTIC RAINBOW INCLUSION JOURNEY



Get help from an expert

Build your scaffolding

Find your people



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CREATING AN AUTHENTIC RAINBOW INCLUSION JOURNEY



Leadership



Strategy and Purpose

2023

The Year Ahead

2021

The year ahead sees us continue to progress towards gender equality and focus efforts to address the Māori participation gap. The response plan for the latter involves career pathway programmes, targeted scholarships, working to identify and remove barriers which may discourage interest, and partnerships with government and Māori agencies.

It is worth noting that when we talk about diversity, we are inclined to highlight visible traits such as gender expression, ethnicity and age. There are also many invisible dimensions of diversity such as disability, sexual orientation and gender identity. We will draw on partnerships with Accessibility Tick and Rainbow Tick to grow an inclusive environment for everyone.

ACTIONS PLANNED

- Rangatahi (young people) pathways
- Cultural intelligence training for all people leaders
- Leadership development
- Rainbow Tick accreditation
- Website accessibility improvements

EXTERNAL PARTNERSHIPS



KPIs

- At work, my opinion seems to count
- My manager or someone at work cares about me
- Gender representation in senior leadership roles
- Eliminate gender pay gap
- Culturally competent leaders
- Māori participation in workforce

2022

Progress against last year's plan

In the second year of deployment of our inclusion and diversity strategy we have made significant inroads into the participation gap by growing Māori representation in our workforce from 3 to 7% as we work towards 10% by 2025. The overall gender pay gap is reducing and our gender power gap has closed at the highest levels of the organisation. We have also seen a drop in women in our tier three leadership roles.

Our eNPS and experience at work metrics continue to improve, potentially due to the work we are undertaking in leadership development space with more and more leaders attending Dare to Lead and strength coaching. Our LGBTQI+ community is growing and they report appreciation of feeling a sense of belonging and freedom to bring their whole selves to work.

Actions taken

- Te ao Māori Strategy developed
- LGBTQI+ education workshops deployed
- Rainbow Tick Self Assessment complete
- Rainbow community at work established
- Website accessibility improvements
- Extension of bereavement leave to include miscarriage and extended tangihanga leave
- Deployment of leadership development focusing on feedback, psychological safety and inclusivity
- Review of all policies and standards with inclusion lens and introduction of Transitioning Leave
- Creation of a centralised hub for Māori resources - Te Puna Mātauranga o Powerco
- Introduction of option to include personal pronouns in signature template

KPIs

- At work, my opinion seems to count
- My manager or someone at work cares about me
- Gender representation in senior leadership roles
- Eliminate gender pay gap
- Culturally competent leaders
- Māori participation in workforce



Progress against last year's plan

In the third year of deployment of our inclusion and diversity strategy we have increased the representation of Women and Māori in leadership but have not managed to reduce our stubborn pay gaps.

Our eNPS and experience at work metrics have improved dramatically, potentially due to the work we are undertaking in leadership development and coaching. Most leaders have attended the Dare to Lead programme, Psychological Safety Training and strength coaching.

Our LGBTQI+ and Māori allyship communities are growing and they report appreciation of feeling a sense of belonging and freedom to bring their whole selves to work. Interestingly our Māori and Pacifica employees are reporting significantly higher levels of eNPS than Powerco overall.

Actions and Achievements

- Te ao Māori and Te Reo Māori weekly workshops established
- LGBTQI+ education workshops further deployed
- Rainbow Tick and Advanced Gender Tick Achieved
- "PowerQ" Rainbow Social Group established and active
- Deployment of leadership development programme focusing on psychological safety and inclusivity
- Psychological Safety training available for all leaders and employees
- Remuneration transparency pilot undertaken

KPIs

	Target	Current
At work, my opinion seems to count	≥85%	90%
My manager or someone at work cares about me	≥95%	98%
Gender representation in senior leadership roles	40-60%	40%
Eliminate gender pay gap	14.3%	14.86%
Culturally competent leaders	100%	Training Continues
Māori participation in workforce	10% by 2025	6.25%



Scott Mowat, Project Manager, talks about his experience of Rainbow Inclusion:

"I've had some really bad experiences in previous places where I have been told to "keep quiet" or "don't show it". At Powerco I have felt safe to be myself, whether its Brett asking how my partner is going, calling him by his name or Don having a real conversation at a work event with my partner and making him feel welcome. A lot of people probably think this is nothing, but to have the top management even an ELT member "people who I look up to" welcome this, it really means something. This industry misses out on a lot of great talent because it's seen as a "real man's world". I think Powerco has the opportunity to remove the stigma and benefit from it in the process."



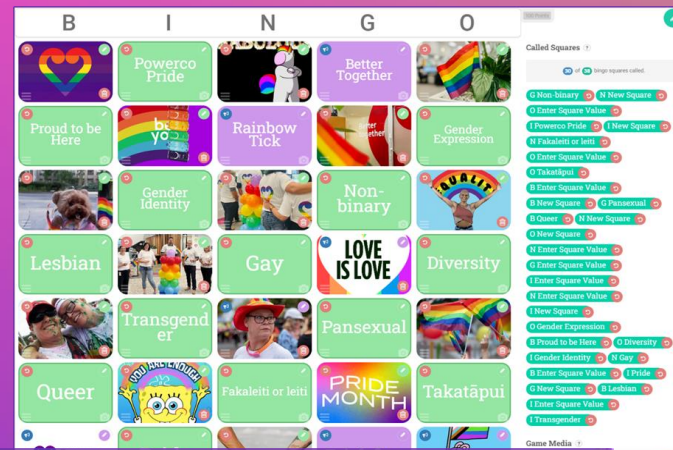
Marlize van Greuning
Geospatial and Customer Services Manager

Establishing belonging for our LGBTQI+ community

"I'm proud to be OUT, and proud of the work we are doing towards the Rainbow tick accreditation at Powerco. Powerco allows me to bring my whole self to work and provides me opportunities to grow personally as well as my career. I can be who I am, talk openly about my life, my partner and wear gender neutral clothes without the fear of being victimised or ridiculed. This is so great as I have an awesome life and I really do not want to hide it!"



Employee Engagement and Involvement



RAINBOW TICK CELEBRATION PARTY

We are bursting with pride to celebrate our Rainbow Tick status! Join us for some kai and refreshing beverages to toast our achievements.

Unleash your inner fashionista and bring out the brightest, most eye-catching outfits you've got. We want you to shine like a rainbow! But that's not all, get your lucky charms ready because we're hosting an epic round of rainbow bingo. There will be some seriously awesome prizes to be snatched up by the best dressed and bingo winners.

So, mark your calendars, get your wardrobe ready, and prepare to have a blast at our Rainbow Tick celebration! It's going to be a glittery, colorful extravaganza you won't want to miss. See you there!

When: Thurs June 8 3:30 pm - 5:00 pm
Where: All campus' & online (site locations will be confirmed once we have RSVPs)
Dress Code: Shine
RSVP: Complete this form by 1 June



Policy and Practices

1.7 GENDER AFFIRMATION AND TRANSITIONING

Transgender or trans are terms used to describe anyone who identifies as, lives or wishes to live as a member of different gender to that assigned at birth. A trans person might identify as male or female, or as non-binary. Other terms may include: tangata ira tane – trans men, whakawahine – trans women, fa'afafine, fakaleiti, akava'ine, gender fluid, genderqueer.

Any employee who affirms their gender identity has a right to:

- Be treated with respect and dignity
- Have their preferred titles, names and pronouns of choice used, for example Mrs, Miss, Ms, Mx (gender neutral) and Mr. There is also the option for no title to be used.
- Have their significant relationships and whanau recognised. This includes same-sex spouses, partners and families in the way that opposite sex spouses and families are acknowledged.
- Use facilities in accordance with their affirmed gender.
- Dress however they feel comfortable in keeping with appropriate dress standards for our business.

Transitioning is the personal process/es a trans or gender diverse person determines is right for them in order to live as their defined gender identity and so that society recognises this. The transitioning process varies from person to person.

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WARNING: DOCUMENT UNCONTROLLED WHEN PRINTED

Authorised by: General Manager People
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Parental leave guide



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AVOIDING BIAS IN RECRUITMENT CHECKLIST

This checklist is to assist you to carry out a selection process that is fair and free from unintended bias.

Before you start

Step to Check

Follow a structured and transparent process using an interview guide	Yes/No
Don't impose requirements on candidates that are unrelated or unnecessary to the job position	
Set clear criteria that is directly related to the required performance standard of the job before the selection process begins. This will help focus your attention on the agreed success criteria	

Review your candidate pools for diversity

Step to Check

Question whether you have representative diversity (gender, ethnicity, LGBTQIA+) to avoid contrast bias	Yes/No
Senior leadership roles, ensure an equal weighting between males and females in recruitment pools to avoid a skew in the representation of gender over time	
Seek to have more than only one of any minority in your selection pools as when there is only one of any group they have almost zero chance of being selected because of bias	

Write down your initial impressions

Step to Check

Write down your opinions and impressions of individuals during recruitment and selection. Doing so helps you compare with others, as well as to question your own biases	Yes/No
Evaluate each candidate on their own merit and suitability to the job based on the agreed criteria	

Evaluate your behaviour

Step to Check

Messages you may be sending – do you switch styles when interacting with different people? Do you give equal time to all candidates/employees? Do you focus on whether you 'click' with someone?	Yes/No
Solicit input from others, if you think you are being biased, consider what you can do next time. Other people's views and input help you spot and address your bias. Which in turn helps reduce bias. Be open to being challenged	

Decision-making process to avoid snap judgements or opinions.

Assess each person's capabilities and keep an open mind. The capabilities may differ from those of someone else in the business	Yes/No
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THRIVING AT WORK STANDARD

Gender identity (how they understand their own gender identity) and biological sex (chromosomes, hormones and genitals). For example, a person who identifies as trans or gender diverse may have different surgical procedures over time.

Workplace Transition Plan

Any employee who decides to transition will be supported to maintain an open and honest relationship with their manager. An employee is required to share their transition plan with their manager and a support person or ally to support them through the process.

2022

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I work flexibly at Powerco. I'm sending this message now as it suits me, I do not expect a response or action outside of your own working hours.



Training and Development



As part of our commitment to our employees to make Powerco a safe and healthy place to work, and as part of the work we are doing to obtain the Rainbow Tick, Adam Rohe, our Rainbow Tick educator, is coming along to lead conversations around the fundamentals of inclusion and LGBTTQIA+. Whether you're wanting to listen in, ask questions or share, everyone is welcome.

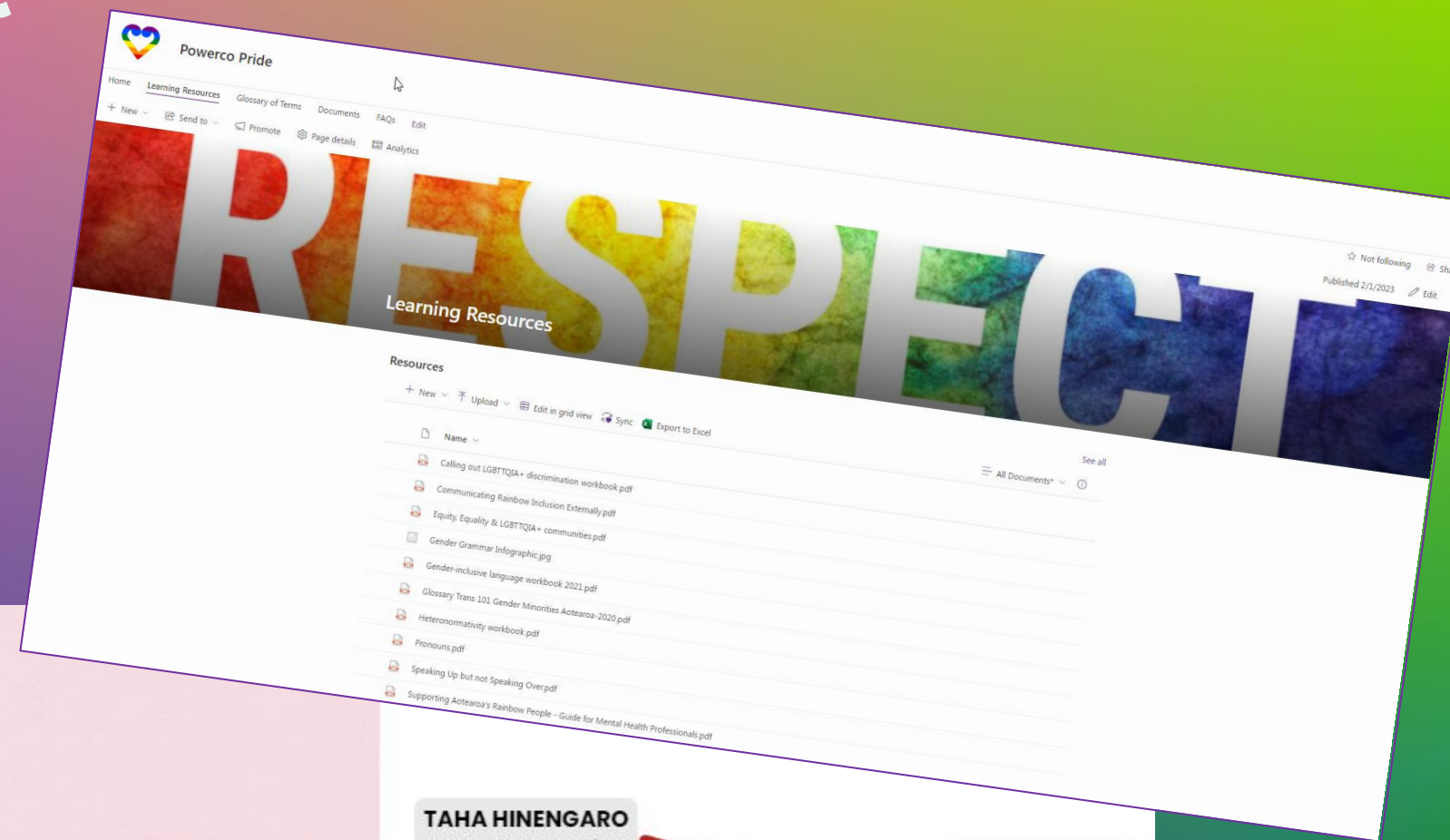
During the session you'll get;

- A better understanding of the rainbow community and what all of the different letters mean
- Familiar with what language is encouraged and what to avoid

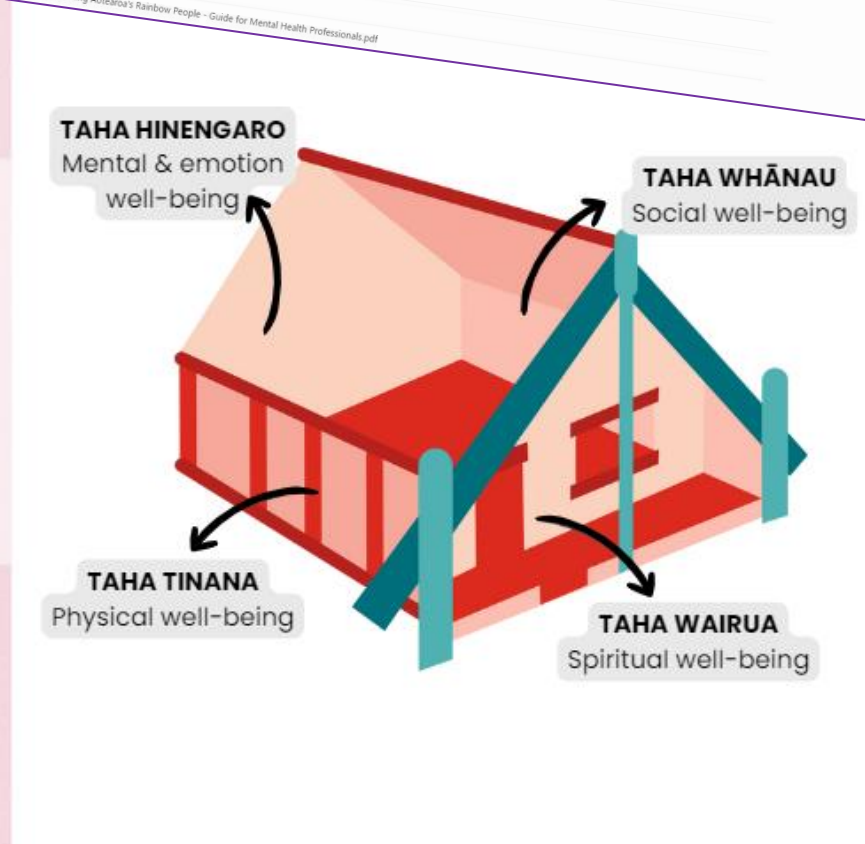
By joining the conversation and broadening our understanding, each of us can play a part in fostering a safe, inclusive, accepting environment for each of us to bring our whole self to work.

The session is limited to 10-12 people to create a safe learning space and we'll be operating on a first in gets a seat basis. If you have already attended one of these sessions no need to attend again as it's the same format.

RAINBOW TICK



What impact might psychological safety have on your whare?

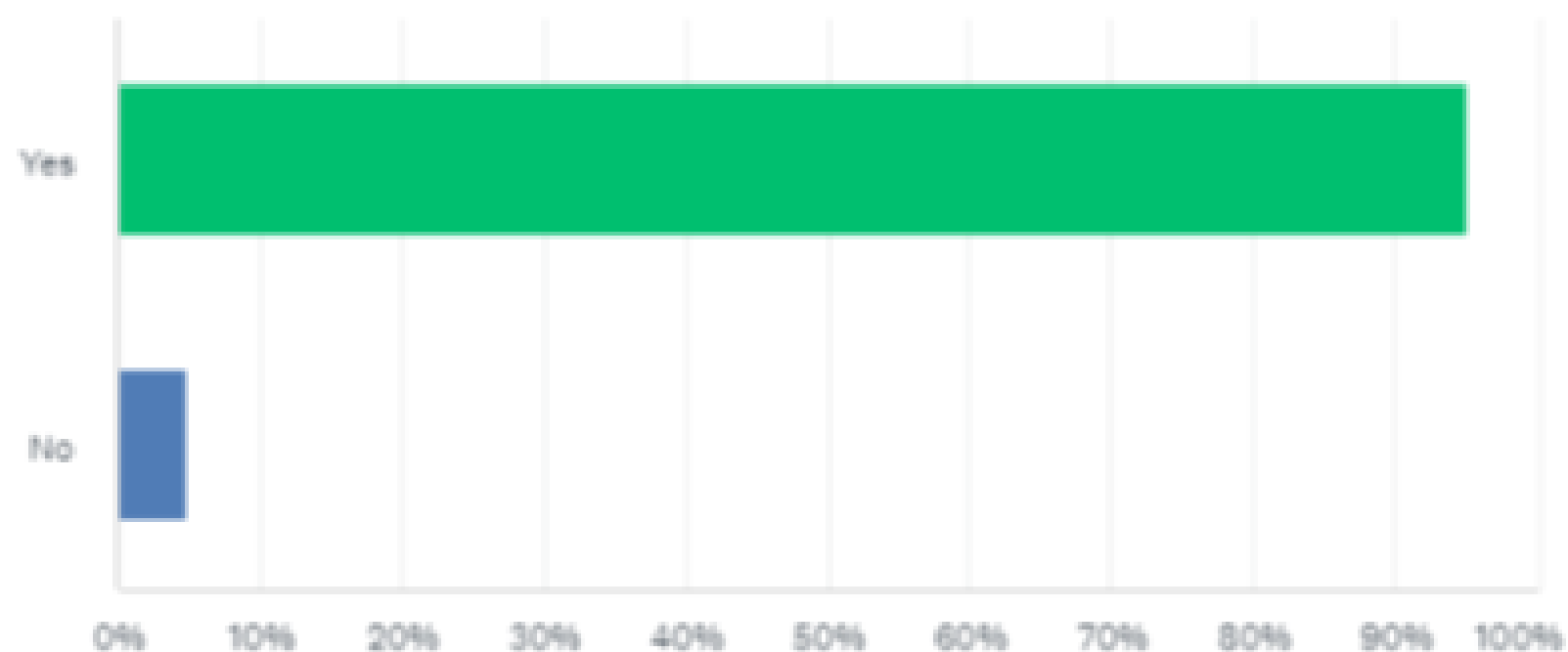
External Engagement



Measurement and Reporting

Can people come to work and bring their authentic selves without any discrimination or prejudice?

Answered: 163 Skipped: 0



Diversity Data Update



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Get help from an expert

Build your scaffolding

Find your people