

ANNUAL REPORT 2016



**DIVERSITY
WORKS^{NZ}**

Formerly the Equal Employment
Opportunities Trust

HELPING
KIWIS BE
BETTER-BY-
DIVERSITY



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When the Equal Employment Opportunities Trust was formed in 1992, New Zealand was a vastly different place. Our population was 3.5 million people and less than 16 per cent of the country's residents were born overseas.

We are now a country of nearly 4.7 million, a quarter of our population was born overseas and in Auckland nearly 40 per cent of the population was born overseas.

With these changes have come a new name, Diversity Works New Zealand, and a broader focus for our organisation, which has moved into new training areas such as unconscious bias, inclusive leadership and work life balance, as well as building on existing programmes such as those focused on strengthening the talent pipeline for women

Through our awards we champion work practices that recognised individual difference, allowed for flexibility, promoted the role of family and the whole of a life, not just a work life, helping reshape employment behaviour – for the better.

Our ability to stand up and speak out on issues of diversity and bring with us business leaders and politicians who share our values and who will fight for change, has and will always be our strength.

Having passionate advocates for diversity and inclusion from the private sector on our Board of Trustees enables us to engage with organisations across multiple sectors and promote the business benefits that

championing initiatives in this arena brings to the New Zealand economy.

I took little convincing to join the Board of the EEO Trust 15 years ago and, as I prepare to step down from my role, I want to acknowledge the significant contribution the organisation has made to my values relating to fairness and equity in employment and respect for the aspirations and beliefs of others.

To work with successive Governments, who genuinely believe and promote the benefits of diversity has been a privilege. Working with individual politicians and business leaders who were prepared to drive the change in people's behaviour to deliver better employment practices and understanding of difference, has been life changing.

I value that you allowed me a leadership role in providing a voice for diversity and ask that more leaders contribute their time and values as champions for those who need a voice for fairness and equity in the future. ▶▶



Being able to observe the progress New Zealand organisations are making in the diversity and inclusion arena is one of the most gratifying facets of my role. As a society and an economy, we've come a long way.

Now our goal has to be to move to the next stage, where diversity and inclusion are embedded in our workplace culture. Our brand change to Diversity Works New Zealand this year solidifies our commitment to helping our members achieve that goal as we cement our focus across a broader agenda.

Acknowledging we work in a diverse society is important, but an inclusive culture is the element of the equation that allows us to bring our whole selves to work. Putting this at the heart of everything we do ensures businesses reap the benefits of diversity and inclusion, such as better recruitment and retention, staff that are more engaged, and improved productivity.

As we work together to create that inclusive environment in our businesses, it's important that we connect with our international networks. A big focus for us this year was delivering the inaugural Diversity Summit NZ, which brought together in Auckland international speakers sharing the latest research and best practices from around the globe and our local experts who have so much to add to the diversity and inclusion conversation.

The Summit, and our busy training calendar, which included workshops, webinars,

Diversity Group Meetings and breakfast events, were all designed to better equip our members and all New Zealand organisations on their workplace diversity journey. Customised training has been another growth area this year and we are continuing to develop this offering to ensure it meets the needs of Kiwi businesses.

The coming year will be just as busy – we will carry on working with organisations who are just starting out on their journey and recognise their efforts with our new Emerging Diversity and Inclusion category at the Diversity Awards NZ.

We will also support businesses who are further along on their diversity journey and encourage them to not only take the next steps within their own organisations, but to also think about how they can leverage their relationships with suppliers, business partners and networks to share their diversity and inclusion learnings and ensure they, too, are engaged.

Together we can tackle diversity challenges and find the way forward. ▶▶

**NEW BRAND
– RENEWED
COMMITMENT**



OUR
JOURNEY TO
DIVERSITY
STARTED

25
YEARS AGO

AS THE
*Equal Employment
Opportunities Trust*



THIS YEAR
2016
we changed our
name to:

**DIVERSITY
WORKS NZ**



*It's a name that
better reflects the
work we do and*
CELEBRATES
*the role of diversity
in shaping a*
NEW
NEW ZEALAND



IT SAYS:

- **Diversity works for people** - it rejects bias and bullying, encourages personal differences and supports equality.
- **Diversity works for business** - it builds innovation, productivity, better teams and stronger brands.
- **Diversity works for New Zealand** - by building an inclusive, tolerant, dynamic and vibrant nation.

Our brand change solidifies our commitment to:
HELPING KIWIS BE BETTER-BY-DIVERSITY

We look forward to supporting you on your journey to diversity, as we continue ours!

For the Independent Auditors' report and the full audited Performance Report, including the Statement of Service Performance, please visit the Charities Service website.

SPECIAL PURPOSE FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL PERFORMANCE

for the year ended 30 June 2016

	Note	2016	2015
REVENUE		\$	\$
Donations, fundraising and other similar revenue	1	450,000	450,000
Fees, subscriptions and other revenue from members	1	359,769	349,846
Revenue from providing services	1	229,650	279,374
Interest, dividends and other investment revenue	1	10,090	31,234
Total revenue		1,049,509	1,110,454
EXPENSES		\$	\$
Expenses related to public fundraising	2	91,258	66,611
Volunteer and employee related costs	2	561,015	586,161
Costs related to providing services	2	483,840	493,889
Other expenses	2	27,656	69,875
Total expenses		1,163,769	1,216,536
Deficit for the year		(114,260)	(106,082)

The attached Notes form an integral part of these special purpose financial statements.

STATEMENT OF FINANCIAL POSITION

as at 30 June 2016

	Note	2016	2015
ASSETS		\$	\$
CURRENT ASSETS			
Bank accounts and cash	3	234,421	221,685
Debtors and prepayments	3	222,508	308,316
Investments	3	440,000	485,000
Total current assets		896,929	1,015,001
NON-CURRENT ASSETS			
Property, plant and equipment	5	61,500	60,754
Total non-current assets		61,500	60,754
Total assets		958,429	1,075,755
LIABILITIES		\$	\$
CURRENT LIABILITIES			
Creditors and accrued expenses	4	35,526	54,015
Employee costs payable	4	51,965	28,551
Other current liabilities	4	310,756	318,747
Total current liabilities		398,247	401,313
Total assets less total liabilities (net assets)		560,182	674,442
ACCUMULATED FUNDS			
Accumulated surpluses	6	560,182	674,442
Total accumulated funds		560,182	674,442

For and on behalf of the trustees:



Michael Barnett
Chairman



Kylie Mooney
Trustee

4 October 2016

The attached Notes form an integral part of these special purpose financial statements.

STATEMENT OF CASH FLOWS

for the year ended 30 June 2016

	Note	2016	2015
CASH FLOWS FROM OPERATING ACTIVITIES		\$	\$
Cash was received from:			
Donations, fundraising and other similar receipts		450,000	450,000
Fees, subscriptions and other receipts from members		337,525	296,746
Receipts from providing services		360,122	233,613
Interest, dividends and other investment receipts		15,986	30,296
Net GST		302	(20,892)
Cash was applied to:			
Payments to suppliers and employees		530,586	582,159
Fund raising		88,828	71,009
Employee related		540,412	617,665
Relocation expenses		-	35,498
Net cash flows from/(used in) operating activities		4,109	(316,568)
CASH FLOWS FROM INVESTING & FINANCING ACTIVITIES		\$	\$
Cash was received from:			
Receipts from the sale of property, plant and equipment		-	3,777
Realisation of term deposit		485,000	2,018,000
Proceeds from loans borrowed – credit card		-	4,736
Cash was applied to:			
Payments to acquire property, plant and equipment		28,402	60,843
Repayments of loans borrowed – credit card		7,971	-
Investment in term deposits		440,000	1,459,000
Net cash flows from/(used in) investing & financing activities		8,627	506,670
NET INCREASE IN CASH		12,736	182,548
Opening bank accounts and cash		221,685	39,137
Closing bank accounts and cash		234,421	221,685
This is represented by:			
Bank accounts and cash	3	234,421	221,685

The attached Notes form an integral part of these special purpose financial statements.

STATEMENT OF ACCOUNTING POLICIES

for the year ended 30 June 2016

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

This is a set of special purpose financial statements that have been prepared for the purpose of presenting to members. The special purpose financial statements have been prepared using the accrual basis of accounting and on the basis of the accounting policies below. The special purpose financial statements are prepared under the assumption that the entity will continue to operate in the foreseeable future. The figures are rounded to the nearest dollar.

SPECIFIC ACCOUNTING POLICIES

Valuation of property, plant and equipment

Fixed Assets are recorded at cost, less accumulated depreciation.

Depreciation

Depreciation is charged to the Statement of Financial Performance at the same rate as is allowed by the Income Tax Act 2007 over the estimated useful lives of each part of an item of furniture and equipment.

The method and rates applied are as follows:

Asset class

Furniture & fittings	6-8%	Prime
Computer hardware & software	40%	Prime
Computer equipment	14.4-67%	Prime

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 Income Statement in the periods in which they are incurred.

STATEMENT OF ACCOUNTING POLICIES

continued

Goods and Services Tax (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 and cash

Bank accounts and cash in the Statement of Cash Flows comprise cash balances and bank balances.

Revenue from sale of services

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

Membership fees are recognised as revenue on a straight-line basis over the period of the membership.

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

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 SPECIAL PURPOSE FINANCIAL STATEMENTS

for the year ended 30 June 2016

Note 1: ANALYSIS OF REVENUE

Revenue Item	Analysis	2016 \$	2015 \$
Donations, fundraising and other similar revenue	Government matching & funds	450,000	450,000
Fees, subscriptions and other revenue from members	Subscriptions from members	323,769	322,896
	Donations from members	36,000	26,950
	Total	359,769	349,846
Revenue from providing services	Diversity Awards ticket sales and sponsorship	179,120	189,290
	Events, training and sponsorship	36,130	86,649
	Consulting services	14,400	3,435
	Total	229,650	279,374
Interest, dividends and other investmet income	Interest on cash deposits	10,090	31,234

Note 2: ANALYSIS OF EXPENSES

Expense Item	Analysis	2016 \$	2015 \$
Expenses related to public fundraising	Communication & marketing	85,292	57,456
	Information services	5,966	9,155
	Total	91,258	66,611
Volunteer and employee related costs	Salary & wages	561,015	586,161
	Total	561,015	586,161
Expenses related to providing services	Diversity Awards expenses	168,001	185,916
	Events and training expenses	56,702	60,402
	Administration and overhead costs	259,137	247,571
	Total	483,840	493,889
Other Expenses	Depreciation	27,656	30,917
	Loss on disposal of assets	-	3,459
	Relocation expenses	-	35,499
	Total	27,656	69,875

NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS

continued

Note 3: ANALYSIS OF ASSETS

Asset Item	Analysis	\$	\$
Bank accounts and cash	Bank account cheque	201,144	30,467
	Bank account savings	32,927	190,868
	Petty cash	350	350
Total		234,421	221,685
Debtors and prepayments	Accounts receivable	120,441	276,732
	Prepaid expenses	81,026	25,688
	Other receivables	11,142	5,896
	GST receivable	9,900	-
Total		222,508	308,316
Investments	Term deposits	440,000	485,000

Note 4: ANALYSIS OF LIABILITIES

Liabilities Item	Analysis	2016 \$	2015 \$
Creditors and accrued expenses	Accounts payable	30,714	32,204
	Accrued expense	3,162	-
	GST payable	-	12,190
	Credit card	1,650	9,621
Total		35,526	54,015
Employee costs payable	Annual leave accrual	33,292	19,659
	Salary & wage accrual	8,959	5,179
	PAYE and other taxes	9,714	3,713
Total		51,965	28,551
Other current liabilities	Deferred subscription income	144,236	150,777
	Income in advance - events	166,520	167,970
Total		310,756	318,747

Note 5: PROPERTY PLANT & EQUIPMENT

THIS YEAR Asset class	Opening carrying amount	Purchases	Sales/ (disposals)	Current year depreciation	Closing carrying amount
Buildings	11,349	-	-	7,329	4,020
Furniture, fixtures and office equipment	25,750	3,408	-	3,199	25,959
Computers	23,655	24,994	-	17,128	31,521
Total	60,754	28,402	-	27,656	61,500

LAST YEAR

Asset class	Opening carrying amount	Purchases	Sales/ (disposals)	Current year depreciation	Closing carrying amount
Buildings	-	18,299	-	6,950	11,349
Furniture, fixtures and office equipment	11,535	20,889	4,178	2,496	25,750
Computers	23,471	21,655	-	21,471	23,655
Total	35,006	60,843	4,178	30,917	60,754

Significant donated assets recorded - source and date of valuation

None

Significant donated assets - not recorded

None

NOTES TO THE FINANCIAL STATEMENTS

continued

Note 6: CHANGES IN ACCUMULATED FUNDS

THIS YEAR		\$	\$	\$	\$
Description	Capital contributed by owners or members		Accumulated surpluses or (deficits)	Reserves	Total
Opening balance	-		674,442	-	674,442
Deficit	-		(114,260)	-	(114,260)
Closing balance	-		560,182	-	560,182

LAST YEAR		\$	\$	\$	\$
Description	Capital contributed by owners or members		Accumulated surpluses or (deficits)	Reserves	Total
Opening balance	-		780,524	-	780,524
Deficit	-		(106,082)	-	(106,082)
Closing balance	-		674,442	-	674,442

Note 7: COMMITMENTS

Explanation and timing		\$	\$
		2016	2015
Commitments to lease or rent of assets	Lease of office equipment	40,476	29,400
	Lease of office space	39,760	119,280
		80,236	148,680

Note 8: CONTINGENT LIABILITIES

At balance date there were no known contingent liabilities (2015: nil)

Note 9: RELATED PARTY TRANSACTIONS

Description of relationship with trustees	Description of transaction	2016 Value of Transactions \$	2015 Value of Transactions \$	2016 Amounts outstanding \$	2015 Amounts outstanding \$
Michael Barnett - Chief Executive of Auckland Chamber of Commerce	Rent paid to Chamber of Commerce	79,520	72,893	-	-
Michael Barnett - Chief Executive of Auckland Chamber of Commerce	Contracting services	60,985	95,488	350	-
Michelle Hippolite - Chief Executive of Ministry of Maori Development	Sponsorship	20,000	20,000	-	23,000
Chris Litchfield - Managing Director of Coca Cola Amatil Ltd	Sponsorship	20,000	20,000	-	23,000
	Total	180,505	208,381	350	46,000

Note 9: OTHER SERVICES PROVIDED TO THE ENTITY IN KIND

	2016 \$	2015 \$
Audit of the Performance Report - PwC	14,000	4,750

Note 10: EVENTS AFTER BALANCE DATE

There were no events that have occurred after the balance date that would have a material impact on the special purpose financial statements. (2015: nil)

Note 11: OTHER DISCLOSURES

Assets used as security for liabilities
\$40,000 Term Deposit pledged to a bank for credit card gateway facility

TRUST MEMBERS AS AT 30 JUNE 2016

4Sight Consulting • AAPC Properties Pty Ltd • Access Ability • Accident Compensation Corporation • Adcorp New Zealand Ltd1 • AECOM Consulting Services (NZ) Ltd • Air New Zealand Limited • Allfields Customised Solutions Limited • Alpha Health Care NZ Limited • Alpha Recruitment Limited • Altris Ltd • Anderson Lloyd Lawyers • Antarctica New Zealand • ANZ Bank New Zealand • Ara Institute of Canterbury (formerly CPIIT) • Arbitrators' and Mediators' Institute of New Zealand • Asaleo Care NZ Ltd • ASB Bank Limited • Asthma NZ • AsureQuality Ltd • Attitude Pictures Ltd • Auckland Chamber of Commerce • Auckland Council • Auckland International Airport Ltd • Auckland Kindergarten Association • Auckland Regional Migrant Services Charitable Trust • Auckland Tourism, Events and Economic Development (ATEED) • Auckland Transport (AT) • Aurecon Australasia Pty Ltd • AUT University • Aviat Networks • Bay of Plenty District Health Board • Bay of Plenty Regional Council (BOPRC) • BDO Taranaki Limited • Be Accessible • Bell Gully • BEST Pacific Institute of Education • Blind Foundation • Bluebird Foods Ltd • BP Oil New Zealand • Briscoes Group Limited • British American Tobacco (NZ) Ltd • Brookfields Lawyers • Bupa Care Services NZ Ltd • Business New Zealand • Canterbury Development Corporation (CDC) • Canterbury Employers' Chamber of Commerce • Career Clinic • Career Development Association of New Zealand • Career Options Limited • Careers New Zealand • Carter Holt Harvey Limited • Carter Holt Harvey Woodproducts • Catapult Employment Services Trust • Cavell Leitch • CCS Disability Action (Wellington Branch) • Central Hawkes Bay District Council • ChangeMakers Refugee Trust • Chapman Tripp • Chartered Accountants Australia and New Zealand • Chep • Chevron New Zealand • Chorus • Christchurch City Council • City Care Limited • Civil Aviation Authority of NZ • Co. OfWomen • Coca Cola Amatil (NZ) Ltd • Commission for Financial Capability • Community Connections Te Hapori Awhina Tangata • Community Education Trust Auckland (COMET Auckland) • Compass Group NZ Ltd • Connect Global Ltd • Connexis ITO • Conrad Properties Limited • Convergence Partners Ltd • Cornerstone Education Group • Counties Manukau District Health Board • Counties Manukau Kindergarten Association (CMKA) • Coverstaff Recruitment Ltd • Creative New Zealand • Crest Consultancy Ltd • Crombie Lockwood (NZ) Limited • Crowe Horwath • Crown Forestry Rental Trust • Cushman & Wakefield • Deaf Aotearoa Holdings Limited • Deloitte • Department of Conservation • Department of Corrections • Department of Internal Affairs • Department of the Prime Minister & Cabinet • Diversity Council Australia Ltd • DLA Piper New Zealand • Downer New Zealand • Drake International • Dulux Group (New Zealand) Pty Ltd • Dunedin City Council • EAP Services Ltd • EAPworks • Earthquake Commission • Education Unlimited • Electrix Limited • Electronic Partners Limited • Elevator Group Inc • Emerge Supported Employment Trust • Emma Rose Apparel Group NZ Limited • Employers & Manufacturers Association (Northern) Inc • Employment Services Ltd • Energizer New Zealand Ltd • English Language Partners • Enterprise IT Ltd • Enterprise Recruitment • Enterprising People • Environmental Protection Authority (EPA) • EPIC Employment Service Inc • Equinox Limited • Ernslaw One Limited • Essential HR Limited • Far North REAP (Rural Education Activities Programme) Society Inc • Far North Safer Community Council • Farmers Mutual Group • Financial Markets Authority (FMA) • Fisher & Paykel Appliances Limited • Fisher & Paykel Finance Limited • Fisher & Paykel Healthcare Ltd • Fishpond Ltd • Fletcher Building Limited • Fonterra Co-operative Group Limited NZ • Frog Recruitment Limited • Fundraising Institute of New Zealand • FINZ • GBL Personnel Limited • Genesis Energy • Get in2life Youth Development Trust • Goldman Sachs New Zealand Ltd • Gore District Council • Government Communications Security Bureau • Grafton Consulting Ltd • Greenpeace New Zealand Inc • Hair To Train • Harrison Grierson Consultants Limited • Hawkes Bay District Health Board • Health and Disability Commissioner • Heaney & Partners • Heathrose Research Ltd • Hollywood Bakery Holdings Ltd • Hope-Cross Consulting Ltd • Horizon Group Ltd • Housing New Zealand Corporation • Hubbard Foods Limited • Hudson • Human Resources Institute of NZ (HRINZ) • Human Rights Commission • IAG Group • IBM New Zealand Ltd • IHC NZ Inc • Indus Recruitment • Infinitus Professional Development Ltd • Inland Revenue • Inside Executive Recruitment • Intergen • Intueri Education Group Limited • J & B Enterprises • Jackson Stone and Partners • Jacobs New Zealand Limited • John Peebles Associates • JoyWorkz Ltd • Kensington Swan • Kerridge & Partners • Key Assets • Kidsfirst Kindergartens - Canterbury Westland Free Kindergarten Association Inc • Kiwibank Ltd • KiwiRail Group • KPMG • Lakes District Health Board • Land Information New Zealand • LawWorks • Life Links • Lincoln University • Literacy Aotearoa Inc • Login NZ Limited •

Longbay Petroleum Associates Ltd • Longveld Ltd • Magic Memories Limited • Manaaki Whenua Landcare Research NZ Ltd • Maori Television Service • Marsden Inch Recruitment • Massey University • Masterton District Council • MB Century • McDonald's Restaurants (NZ) Ltd • Mental Health Foundation of New Zealand • Mercy Hospice Auckland • Mercy Hospital • MercyAscot • Meredith Connell • Meridian Energy Ltd • MetService NZ Ltd • MGS Stations Ltd • MidCentral District Health Board • Ministry for Culture and Heritage • Ministry for the Environment • Ministry for Women • Ministry of Business, Innovation and Employment (MBIE) • Ministry of Education • Ministry of Foreign Affairs and Trade • Ministry of Justice • Ministry of Maori Development - Te Puni Kōkiri • Ministry of Pacific Island Affairs • Ministry of Primary Industries • Ministry of Social Development • Ministry of Transport • Minter Ellison Rudd Watts • Momentum Consulting Group • Morrison Kent (Wellington) • Mt Albert PAK'nSAVE • National Institute of Water & Atmospheric Research Ltd • National Personnel Ltd • Nelson City Council • Nelson Marlborough Institute of Technology • Netball New Zealand Inc • Network Personnel • New Bright Trading Limited • New Plymouth District Council • New Zealand AIDS Foundation Te Tuuaapapa Mate Aaraiore o Aotearoa • New Zealand Customs Service • New Zealand Defence Force HQ • New Zealand Drug Foundation • New Zealand Fire Service • New Zealand Police • New Zealand Post Limited • New Zealand Tertiary Education Union • New Zealand Transport Agency (NZTA) • Newasian Logistics Ltd • Niche Recruitment Limited • Ninja Kiwi Limited • Noel Leeming Group Limited • North Shore Takapuna Golf Limited • Northpower Ltd • NorthTec • NZ Council for Educational Research • NZ Public Service Association Inc • NZ Steel Ltd • NZ Wool Beddings Ltd • NZ Wool Ltd • NZX Limited • O-I New Zealand • Obertech Group • OCG Consulting Ltd • Office of Film & Literature Classification • Office of the Privacy Commissioner • OfficeMax NZ Ltd • Oji Fibre Solutions • Opotiki District Council • Oriana Enterprises Ltd • Otago Polytechnic • Outsource Recruitment Ltd • Palmerston North City Council • Parker Bridge (NZ) Ltd • Parliamentary Service • Phoenix Inc Supported Employment Services • Plant & Food Research • Ports of Auckland Ltd • PowerHouse People Ltd • PPG Industries NZ Ltd • Prepared Foods Limited • PricewaterhouseCoopers • Primary ITO • Progress to Health • Progressive Enterprises Ltd • Publicis Loyalty • Randstad Pty Ltd • Ravensdown Limited • RCSA Australia & New Zealand • Rebel Sport • Regus • Rinnai New Zealand Limited • Robert Walters NZ Ltd • Rotorua District Council • Roughan Chiropractic • Russell McVeagh • Ryan Recruitment • salt • Scientific & Technical Recruitment Limited • Scion • Seek Communications (NZ) Ltd • Selwyn District Council • Serious Fraud Office • Shamrock Recruitment Group • Shell Todd Oil Services Limited • Shieff Angland • SHL New Zealand Ltd • Simpson Grierson • SKYCITY Auckland Limited • Soar Printing • Social Development Partners • South Canterbury District Health Board • Southern Cross Health Society • Southland District Council • Sovereign Limited • Spark New Zealand Limited • Spotless Services (NZ) Ltd • Springload Web Design • State Services Commission • Statistics New Zealand • Supported Employment Agency (Bay of Plenty) • Sustainable Business Network • Synergy Health Limited • Tairāwhiti District Health Board • Taranaki District Health Board • Tauranga City Council • Tauranga Regional Free Kindergarten Association Inc • Te Aho o Te Kura Pounamu • Te Hopai Trust Group • Te Taura Whiri i te Reo Māori Language Commission • Te Utuhina Manaakitanga Trust (The Addiction Resource Centre Rotorua) • Television New Zealand Limited • Tertiary Education Commission • The Hongkong & Shanghai Banking Corporation Ltd • The Johnson Group • The Order of St John • The Otago Chamber of Commerce • The Skills Organisation • The Todd Corporation • The Treasury • The University of Auckland • The University of Waikato • The Warehouse Group Ltd • Tiaho Trust • Tonkin & Taylor Ltd • Top Drawer Consultants • Transpower New Zealand Limited • University of Canterbury • University of Otago • Upskills • Vector Limited • Vero Insurance New Zealand Limited • Victoria University of Wellington • Villa Maria Estate Limited • Vision Employment Support Services Charitable Trust • Vodafone New Zealand Limited • Waikato District Health Board • Waikato Institute of Technology (WINTeC) • Waitemata District Health Board • Warehouse Stationery • Wellington City Council • Western Bay of Plenty District Council • Westpac New Zealand • Whanganui District Health Board • Whitecliffe College of Arts & Design • Whitireia Community Polytechnic • Women's Health Action Trust • Woolux Corporation Limited • Workbridge Incorporated • WorkMates-Supported Employment Agency • WorleyParsons New Zealand Limited • Write Limited • YES Disability Resource Centre • YWCA Auckland • Z Energy Limited

SUMMARY OF STATEMENT OF SERVICE PERFORMANCE

for the year ended 30 June 2016

Through the education of New Zealand employers on the benefits of diversity, international research shows that we create workplaces that are likely to be inclusive, allowing employees to bring their whole selves to work, and thus creating positive outcomes for organisations, sectors, communities, and economies.

These outcomes include, higher productivity and increased performance through the introduction of wellness programmes, literacy, flexibility, remote working and more. Decreased absenteeism, increased retention of staff, increased recruitment opportunities and enhanced employer brands are all outcomes of the services provided by Diversity Works New Zealand. The celebration of these inclusive, highly productive organisations are celebrated annually at the New Diversity Awards to share these inspirational stories of success.

Various outputs measure these outcomes, from the variety of educational events offered and the hundreds of participants that take part annually, to the communication channels used that see increased take-up by subscribers in the awareness of the benefits of Diversity and Inclusion in New Zealand. These can be seen on the Charities Services website.



TRUSTEES REPORT

for the year ended 30 June 2016

TRUSTEES

The following persons held positions as Trustees of the Equal Employment Opportunities Trust (EEO Trust) as at 30 June 2016

MICHAEL BARNETT

Chief Executive, Auckland Chamber of Commerce

SUE FOLEY

Director Corporate Affairs,
Westpac New Zealand Limited

CHRIS LITCHFIELD

Managing Director, Coca Cola Amatil
New Zealand Limited

KYLIE MOONEY

Chief Operating Officer, Meredith Connell

HELENE QUILTER

Secretary of Defence, Ministry of Defence

MICHELLE HIPPOLITE

Chief Executive, Te Puni Kokiri

ACTIVITY

The EEO Trust was incorporated under the Charitable Trusts Act 1957 on 31 March 1992. The purpose of the EEO Trust is to promote to New Zealand employers the implementation of equal employment opportunities principles and best practice in the work place.

For and on behalf of the Board of Trustees



Michael Barnett
Chairman
4 October 2016



Kylie Mooney
Trustee
4 October 2016

TRUST DIRECTORY

as at 30 June 2016

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
100 Mayoral Drive
Auckland Central
Auckland 1010
PO Box 12929
Auckland 1642
Ph 09 525 3023
E-mail admin@diversityworks.nz
www.diversityworks.nz

ACCOUNTANTS

Crowe Horwath (NZ) Limited
Level 29
188 Quay Street
Auckland 1010

AUDITORS

PricewaterhouseCoopers
PricewaterhouseCoopers Tower
188 Quay Street
Private Bag 92162
Auckland 1142

BANKERS

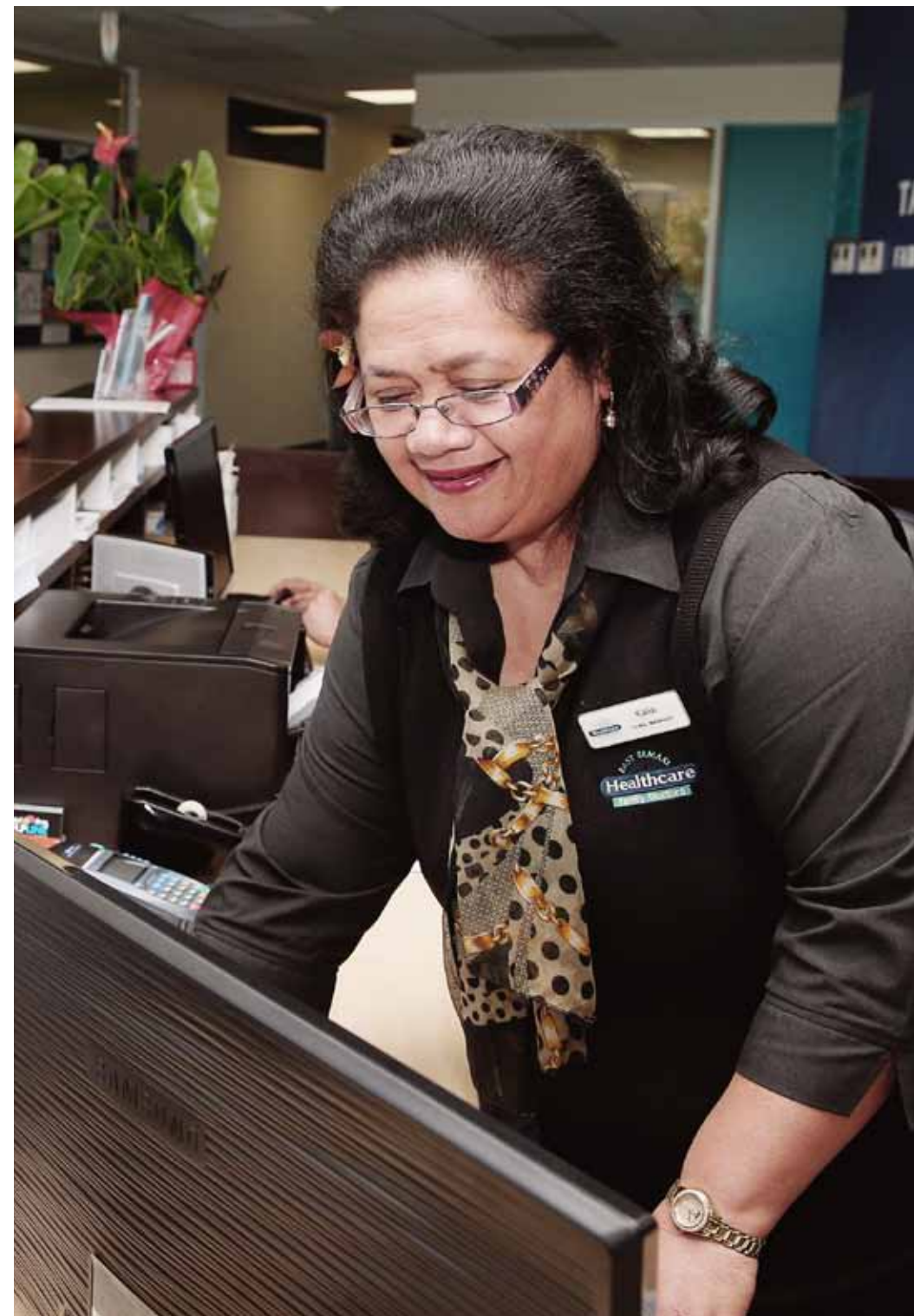
ASB Bank Limited
Business Banking Centre
PO Box 35
Shortland Street
Auckland 1140

TRUSTEES

Michael Barnett (Chairman)
Sue Foley
Chris Litchfield
Kylie Mooney
Helene Quilter
Michelle Hippolite

TRUST SETTLEMENT DATE

24 March 1992



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