

# 2013 Initiatives Summary



Presented by the Equal Employment Opportunities Trust

**DIVERSITY**  
Awards NZ 2013



| Entrants in the ANZ and EEO Trust Diversity Awards NZ 2013 completed a check-list of their diversity initiatives. This resource shows how many programmes they have in place for you to compare your own organisation against*. To see the comprehensive 2013 Initiatives Summary please visit <a href="http://www.eeotrust.org.nz">www.eeotrust.org.nz</a> | Adice Business Group | Accor Hotels | Alpha Recruitment | ARMS | The Attainable Trust | Auckland Regional Chamber of Commerce and Industry | Beaver Trees and Landscaping | Bupa Care Services New Zealand | Coca-Cola Amatil NZ Ltd | Deafradio | DuluxGroup | Electric | English Language Partners | George Weston Foods | healthAlliance | New Zealand Defence Force | Noel Learning Group | NZ Steel | Oceania Group New Zealand | Pacific Homecare | Pumpkin Patch | SKYCITY | Unitec | The University of Auckland Business School | University of Waikato | The Warehouse | Westpac New Zealand | YES Disability Resource Centre |
|---|----------------------|--------------|-------------------|------|----------------------|--|------------------------------|--------------------------------|-------------------------|-----------|------------|----------|---------------------------|---------------------|----------------|---------------------------|---------------------|----------|---------------------------|------------------|---------------|---------|--------|--|-----------------------|---------------|---------------------|--------------------------------|
| <b>Flexible work practices</b>  |                      |              |                   |      |                      |  |                              |                                |                         |           |            |          |                           |                     |                |                           |                     |          |                           |                  |               |         |        |  |                       |               |                     |                                |
| Flexible working options relating to hours  | AH                   | AH           | F                 | F    | F                    | F  | AH                           | F                              | F                       | F         | F          | AH       | F                         | AH                  | F              | N/A                       | AH                  | AH       | F                         | F                | F             | F       | F      | F  | F                     | F             | F                   | AH                             |
| Flexible breaks (choose your own breaks)  | F                    | AH           | F                 | F    | F                    | F  | AH                           | F                              | F                       | F         | F          | F        | F                         | F                   | F              | N/A                       | F                   | AH       | AH                        | F                | F             | AH      | F      | F  |                       |               | F                   | AH                             |
| Shift flexibility (choose or have input into rosters or shifts)   | N/A                  | UC           | NA                | AH   | AH                   | AH   | AH                           | F                              | F                       | F         | F          | F        | F                         | AH                  | F              | N/A                       |                     | F        | AH                        | F                | F             | F       | F      | AH   |                       | AH            | F                   | AH                             |
| Job-sharing   | N/A                  | AH           | F                 | AH   |                      | AH   |                              | AH                             | AH                      | AH        | F          | AH       | F                         | AH                  | AH             | N/A                       | F                   | AH       | F                         |                  | AH            | AH      | F      | F  | AH                    | AH            | F                   | AH                             |
| <b>Family-friendly initiatives</b>  |                      |              |                   |      |                      |  |                              |                                |                         |           |            |          |                           |                     |                |                           |                     |          |                           |                  |               |         |        |  |                       |               |                     |                                |
| School holiday programme provided or subsidised   | UC                   | UC           |                   |      |                      |  |                              | N/A                            | UC                      |           | N/A        | UC       | N/A                       |                     | AH             | N/A                       |                     |          |                           |                  |               |         | AH     |  |                       |               | F                   |                                |
| Breastfeeding support (eg room, fridge)   | F                    | UC           | F                 | AH   |                      | AH   |                              | F                              | F                       | AH        | A          | AH       | AH                        |                     | F              | N/A                       |                     | AH       | AH                        | AH               |               | F       | AH     | F  | AH                    | F             | F                   |                                |
| Children welcome at work when necessary   | F                    | UC           | AH                | AH   | AH                   | AH   | AH                           | AH                             | AH                      | AH        | F          | AH       | F                         | AH                  | F              | N/A                       | AH                  |          |                           | AH               | AH            |         | F      | F  | F                     | AH            | F                   | AH                             |
| <b>Workplace culture</b>  |                      |              |                   |      |                      |  |                              |                                |                         |           |            |          |                           |                     |                |                           |                     |          |                           |                  |               |         |        |  |                       |               |                     |                                |
| Discourage people from working long hours   | F                    | AH           | AH                | F    | AH                   | F  | F                            | F                              | F                       | AH        | F          | F        | F                         | F                   | F              | N/A                       |                     | F        | F                         | UC               | F             | F       | F      | AH   |                       | F             | F                   | AH                             |
| Family-oriented events/social activities  | F                    | F            | F                 | AH   |                      | AH   | F                            | F                              | F                       | AH        | F          | F        | F                         | AH                  | AH             | N/A                       |                     | F        | F                         | F                | F             | F       | F      | F  |                       | F             | AH                  | AH                             |
| Initiatives demonstrating a commitment to Maori and/or other cultures   | F                    | F            | UC                | F    | F                    | F  |                              | F                              | F                       | F         | F          | AH       | F                         | AH                  | F              | F                         |                     | F        | F                         | F                |               | F       | F      | F  | F                     | F             | F                   | AH                             |
| Sexual harassment policy  | F                    | F            | F                 | F    | F                    |  | F                            | F                              | F                       | UC        | F          | F        | F                         | F                   | F              | F                         | F                   | F        | F                         | F                | F             | F       | F      | F  | F                     | F             | F                   | F                              |
| EEO policy/strategy/programme   | F                    | F            | F                 | F    |                      | F  |                              | F                              | F                       | UC        | F          | AH       | F                         | F                   | UC             | F                         |                     | F        | AH                        | F                | F             | F       | F      | F  | F                     | F             | F                   | F                              |
| <b>Information services</b>   |                      |              |                   |      |                      |  |                              |                                |                         |           |            |          |                           |                     |                |                           |                     |          |                           |                  |               |         |        |  |                       |               |                     |                                |
| Transition to retirement education/information  | AH                   | UC           | AH                |      | AH                   |  |                              | UC                             | F                       |           | F          | UC       | AH                        |                     | AH             | N/A                       |                     | AH       |                           | F                |               | F       | F      | F  | AH                    |               | F                   |                                |
| <b>Work-life initiatives</b>  |                      |              |                   |      |                      |  |                              |                                |                         |           |            |          |                           |                     |                |                           |                     |          |                           |                  |               |         |        |  |                       |               |                     |                                |
| Senior management encouraged to model effective work-life balance   | F                    | AH           | AH                |      |                      | AH   | F                            | F                              | F                       | F         | F          | AH       | F                         |                     | AH             | N/A                       |                     | F        | F                         | UC               | AH            | F       | F      | AH   |                       |               | F                   | AH                             |
| Work-life initiatives integrated into strategic business planning   | F                    | AH           | F                 |      |                      |  | F                            | F                              | F                       | AH        | A          |          | UC                        | F                   | F              | N/A                       |                     | F        | AH                        | F                |               | F       | F      | F  |                       | F             | F                   |                                |
| <b>Workplace/community links</b>  |                      |              |                   |      |                      |  |                              |                                |                         |           |            |          |                           |                     |                |                           |                     |          |                           |                  |               |         |        |  |                       |               |                     |                                |
| Volunteer day off   | F                    | F            | F                 |      |                      |  |                              | AH                             | AH                      | AH        | F          |          | AH                        | F                   | AH             | N/A                       |                     |          | UC                        |                  |               |         | AH     |  | AH                    |               | F                   | AH                             |
| Community work experience involvement   | F                    | F            | F                 | AH   | AH                   |  | AH                           |                                | F                       | AH        | F          | F        | F                         | F                   | AH             | F                         |                     | F        |                           | AH               |               | F       | F      | AH   |                       |               | F                   | AH                             |
| <b>Health and wellbeing</b>   |                      |              |                   |      |                      |  |                              |                                |                         |           |            |          |                           |                     |                |                           |                     |          |                           |                  |               |         |        |  |                       |               |                     |                                |
| Health and wellbeing seminars/courses   | F                    | F            | F                 | AH   |                      |  | F                            | F                              | F                       |           | F          | F        | F                         | AH                  | F              | F                         |                     | UC       | F                         | F                | AH            | F       | F      | F  | F                     | F             | AH                  | AH                             |
| Health checks   | F                    | AH           | F                 |      |                      |  |                              | F                              | F                       |           | F          | F        | N/A                       | AH                  | UC             | F                         |                     | F        | F                         | F                | AH            | F       | F      | AH   | F                     | F             | AH                  |                                |
| Healthy food on-site  | F                    | F            | AH                |      | F                    |  |                              | F                              | F                       | F         | N/A        | AH       | AH                        | AH                  | UC             | F                         |                     | F        | F                         | F                | F             | F       | F      | F  |                       | F             | F                   |                                |
| Flu vaccinations  | AH                   | F            | AH                | F    |                      | F  | F                            | F                              | F                       | UC        | N/A        | F        | N/A                       | F                   | F              | N/A                       |                     | F        | F                         | F                | F             | F       | F      | F  | F                     | F             | F                   | F                              |
| <b>Personal and professional development</b>  |                      |              |                   |      |                      |  |                              |                                |                         |           |            |          |                           |                     |                |                           |                     |          |                           |                  |               |         |        |  |                       |               |                     |                                |
| Professional/other fees subsidised  | AH                   | F            | F                 | AH   | F                    | F  | F                            | F                              | F                       | F         | F          | F        | F                         | F                   | F              | N/A                       |                     | F        | AH                        | F                | F             | AH      | F      | F  | AH                    | F             | F                   | AH                             |

\*Sample from comprehensive 2013 initiatives summary