

2015 Initiatives Summary



Presented by the Equal Employment Opportunities Trust

DIVERSITY Awards NZ 2015

Entrants in the EEO Trust Diversity Awards NZ are asked to complete a comprehensive checklist of their diversity and inclusion initiatives.

Key:
F Formal
AH Ad hoc
UC Under consideration
N/A Not applicable for this business

ORGANISATION

Accor Academie	ANZ Bank New Zealand	ASB Bank Ltd	Bupa Care Services NZ Ltd	C3	Changemakers Refugee Forum	ETEL Ltd	Gain2Life Youth Development Trust	Goodman Fielder NZ Ltd	HSBC Bank	Hutt Valley Disabled Resources Trust	iinet New Zealand	Ministry of Education	Minter Ellison Rudd Watts	New Zealand Customs Service	New Zealand Defence Force	New Zealand Police	Opus	Publicis Loyalty	Raeburn House	Responsive Trade Education Ltd	Selwyn Foundation	Simpson Grierson	Skills 4 Work	Sovereign	SSC Service Stations	Straker Translations	Thomas Civil and Environmental Consultants	Tiaho Trust	Radius Residential Care	Vector Limited	Vodafone New Zealand Ltd
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FLEXIBLE WORK PRACTICES

Flexible working options relating to hours	F	F	F	F	AH	F	AH	F	F	F	AH	AH	F	F	F	F	F	F	F	AH	AH	F	F	F	AH	F	F	F	AH	F	F	
Flexible start and finish times on a regular basis	F	F	F	F	F	F	F	F	F	UC	AH	F	F	F	F	F	F	F	F	AH	AH	F	F	F	AH	F	F	F	AH	F	F	
Flexible breaks (choose your own breaks)	F	F	F	F	F	F	AH	F	F	F	F	F	F	F	F	F	F	AH	F	AH	F	N/A	F	F	AH	F	F	F	AH	AH	F	
Shift flexibility (choose or have input into rosters or shifts)	AH	F	AH	F	F	AH	F	F	N/A	F	F	F	UC	F	F	F	AH	F	AH	F	AH	N/A	F	F	AH	AH	N/A	F	F	AH	F	
Flexibility in choosing when to work the number of hours they are employed to do, e.g. compressed weeks, term time working, annualised hours	AH	F	AH	AH	F	AH	F	F	AH	F	F	F	F	F	AH	UC	N/A	F	F	F	F	F	F	AH	F	F	AH	F	F	UC	F	
Occasionally or regularly working from another location, such as home	F	F	F	AH	AH	UC	AH	F	F	F	AH	F	AH	F	F	F	AH	AH	AH	F	AH	F	F	AH	AH	AH	F	F	AH	F	F	
Jobsharing	AH	F	F	AH	AH	UC	AH	F	F	F	F	AH	F	F	F	AH	UC	AH	F	AH	F	F	UC	AH	AH	UC	F	F	AH	F	AH	
Part time work at senior levels	UC	F	F	F	AH	F	F	F	F	UC	F	F	F	F	F	F	UC	AH	AH	F	F	F	F	F	F	F	F	F	F	F	AH	F
Ability to shift from full time to part time in the same position	AH	F	AH	F	F	AH	UC	F	AH	AH	F	F	AH	F	F	AH	UC	F	F	AH	F	F	F	F	AH	AH	AH	F	F	F	AH	F
Time in lieu	AH	F	F	F	AH	F	F	F	F	F	F	F	AH	F	F	F	F	F	F	F	AH	F	AH	AH	AH	F	F	F	F	F	AH	F
Training or support for managers in managing flexible work practices	F	F	AH	F	UC	UC	AH	F	F	F	F	AH	UC	F	F	AH	UC	UC	F	AH	AH	AH	AH	AH	AH	F	F	F	F	UC	F	

FAMILY FRIENDLY INITIATIVES

Afterschool programme	N/A			N/A	UC	NO	N/A	UC	N/A	N/A			N/A	F	AH	N/A	UC	NO	N/A				N/A	N/A							UC	UC	
School holiday programme provided or subsidised	N/A			N/A	UC		N/A	UC	N/A	N/A			N/A	F	AH	N/A	UC	NO	N/A				N/A	N/A								UC	AH
Paid emergency care service	UC			N/A	UC	AH	F	UC	N/A	N/A	F	AH	F	F	F	UC	NO	F		AH				N/A	AH			UC			UC	F	
Family room/space for children	UC			N/A	F	NO	AH	UC	N/A	N/A		AH	N/A		AH	N/A	UC	NO	F		AH			N/A				AH			UC	F	
Provision of childcare	UC			N/A	UC	NO	N/A	UC	N/A	N/A			N/A		AH	N/A	UC	NO	N/A					N/A								UC	AH
Childcare subsidy	UC	AH		N/A	UC	NO	N/A	UC	N/A	N/A	F	N/A			N/A	UC	NO	N/A						N/A							UC	UC	
Breastfeeding support (e.g. room, fridge)	UC	F	F	F	UC	AH	N/A	F	N/A	N/A		AH	F	F	F	N/A	UC	F	F			F									F	F	
Pay for child or family care during training or travel	N/A	AH		N/A	UC		UC	UC	N/A	N/A		F	N/A	F		N/A	UC	NO	F					N/A							UC	F	
Children welcome at work when necessary	UC	AH	AH	AH	F	NO	F	F	AH	AH		AH	AH	F		AH	AH	NO	F	AH		AH		AH		AH	AH	AH	F	AH	AH	F	

WORKPLACE CULTURE

Discourage people from working long hours	AH	F	F	F	F	F	F	F	F	F	AH	AH	AH	AH		F	AH	F	F		F	AH	F	AH	F	AH	F	AH	F	F	F	F	
Family oriented events/social activities	AH	AH	F	F	AH	F	AH	F	AH	AH	F	F	AH	F	F	AH	F	F	F	F	AH	F	AH	F	AH	AH	AH	AH	AH	AH	AH	AH	F
Initiatives to encourage work to take place during core hours	N/A		F	F	F	F	NO	F	F	UC	F	AH	F	AH	AH	AH	F	F	F	F	F	UC	F	AH	F		F	F	F	F	AH	F	
Initiatives demonstrating a commitment to Maori and/or other cultures	F	F	F	F	F	UC	AH	F	F	AH	AH	AH	F	AH	F	F	F	AH	UC	F		AH	F	F	F	AH	AH	F	F	AH	F	F	
Initiatives demonstrating a commitment to sexual orientation awareness and acceptance	F	F	F	F	UC	UC	NO	F	F	AH	AH					F	UC	F	F			F	F	F					F	AH	F	F	
Initiatives targeted at those caring for adults	UC	F	AH	F		UC	AH	UC	UC	UC	F		AH	UC	F	F	AH	UC	N/A	UC		F		UC				F	F	F	AH		
Initiatives targeted at employing disabled people	AH	F		AH		UC	AH	F	UC	AH	F	AH	F	UC			F	UC	UC	F		F	UC	AH	UC	F		F	F	F	F		
Sexual harassment policy	F	F	F	F	F	UC	F	F	F	F	F	UC	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	
Sexual harassment training	F	F		F	UC	UC	AH	F	F	AH	AH	F	F	F	UC	F	F	F	UC	F		F	F	F	F	F	F	F	UC	F	UC	F	
Diversity/cultural awareness programme	F	F	F	F	F	AH		F	F	F	UC	F	F	AH	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	UC	AH	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	UC	F	F	F	F	AH		F	F	



2015 Initiatives Summary (continued)

ORGANISATION

	Accor Academic	ANZ Bank New Zealand	ASB Bank Ltd	Bupa Care Services NZ Ltd	C3	Changemakers Refugee Forum	ETEL Ltd	Getin2Life Youth Development Trust	Goodman Fielder NZ Ltd	HSBC Bank	Hutt Valley Disabled Resources Trust	inet New Zealand	Ministry of Education	Minter Ellison Rudd Watts	New Zealand Customs Service	New Zealand Defence Force	New Zealand Police	Opus	Publicis Loyalty	Raeburn House	Responsive Trade Education Ltd	Selwyn Foundation	Simpson Grierson	Skills 4 Work	Sovereign	SSC Service Stations	Straker Translations	Thomas Civil and Environmental Consultants	Triho Trust	Radius Residential Care	Vector Limited	Vodafone New Zealand Ltd
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LEAVE (BEYOND LEGISLATIVE REQUIREMENTS)

Top-up government paid parental leave	UC	F		N/A		UC	AH	UC	F	F	AH		F	F	F	F	F	UC	N/A	UC			F		F				N/A		UC	F
Special leave (paid or unpaid)	AH	F	F	F	F	AH	AH	F	F	F	AH	F	F	F	F	F	F	F	N/A	F	AH	AH	F	F	AH	AH	F	F	N/A	AH	F	F
Study leave	AH	F	F	F	F	UC	AH	F	F	F	AH	F	F	F	F	F	F	N/A	F	AH	AH	F	AH	F	AH	AH	F	F	F	F	F	
Sabbatical or career break leave	AH	F	F	AH	F	UC	F	F	UC	F	UC	F	AH	AH	F	F	F	N/A	F	AH	AH	F	AH	F	AH			AH	N/A	AH	UC	F
Buying additional leave in exchange for reduced pay	N/A	F	F	N/A		UC	AH	UC	UC	F	UC				UC	AH	F	N/A	UC				F	AH	F			AH	N/A	AH	UC	UC
Paid leave for carers		F	AH	AH		UC		N/A	F	F		F	AH	AH	F	F	AH	F	N/A	F			F		F			AH			F	F

INFORMATION SERVICES

Parenting information/resources	UC	F	F	N/A		UC		AH	AH	UC		AH	F	UC		F	AH	UC	AH	F		UC	F		F	UC			AH		UC	F
Community services information	UC	F		F		F		AH	AH	UC	F	AH	F	UC		F	F	AH	N/A	F			AH		F			AH	F		UC	F
Information on caring for adults	UC	AH		F		AH		AH	AH	UC	F	AH	AH	UC		AH	AH	AH	N/A	F				UC				F		UC	AH	
Transition to retirement education/information	UC	AH	AH	UC	F	UC		N/A	F	UC			F	UC	F	F	F	UC	N/A	F			AH	AH	F					AH	AH	

WORK LIFE INITIATIVES

Managers' performance measured on implementation of worklife initiatives	UC	F		F		UC		AH		UC		UC	AH	N/A	UC	F	AH	UC	N/A	F		AH	UC		N/A	AH					UC	F
Senior management encouraged to model effective worklife balance	AH	F	F	F	AH	UC	AH	F		F	AH	UC	AH	AH		F	F	UC	AH	F		F	AH	AH	AH	F		F	UC	AH	F	
Measurement of business benefits of worklife initiatives	AH	F		F		UC		AH		F	AH	UC	UC	N/A			AH	UC	N/A	F		F	F	AH						AH	F	
Worklife initiatives integrated into strategic business planning	UC	F		F	F	UC		F	F	F	UC		UC	UC		F	AH	AH	N/A	F		AH	F	F	AH	AH		AH			AH	AH
Seminars/training on worklife issues for employees	UC	F	F	F	F	UC		F	AH	AH	UC	AH	AH	F	F	AH	F	F	N/A	F		AH	F	AH	N/A	AH					UC	AH
Seminars/training on worklife issues for managers	UC	F	F	F	UC	UC		F	AH	AH	AH	AH	AH	F		AH	F	F	N/A	F		AH	F	AH	N/A	AH					UC	F

WORKPLACE / COMMUNITY LINKS

Volunteer day off	F	F	AH	AH		UC		N/A	F	F	AH	F		F			AH	UC	N/A	UC		AH	UC		F	AH					UC	F
Support/sponsorship of charities	F	F	F	F	F	UC	F	F	F	F	AH	F	F	F		AH	F	F	F	F	F	F	F	AH	F	F	AH	F	F	F	F	F
Support for local/community networks	F	F	F	F	AH	F	F	F	AH	F	F	F	AH	F		AH	F	F	F	F	F	F	F	AH	F	F	AH	F	F	F	AH	F
Community work experience involvement	F	F	AH	N/A	AH	F	AH	F	AH	F	F	F	AH	F		AH	F	F	N/A	F		AH	F	AH	F	AH		F	F	AH	UC	F

HEALTH AND WELLBEING

Health and wellbeing seminars/courses	F	F	F	F	AH	UC	AH	F	AH	AH	UC	F	AH	F	UC	AH	F	F	AH	F		UC	F	AH	F	UC		AH			F	F	
Weight management programme	AH			F		UC		AH	AH	N/A	UC	F	AH	UC	AH	F	F	UC	UC	AH		UC		AH	AH	UC		AH	F		F	F	
Health checks	UC	F		F	F	UC	F	AH	F	F	UC	F	AH	F	F	F	F	N/A	F	F	UC	F	UC	F	F	UC	AH		AH		AH	F	F
Smoking cessation programme	AH		AH	F		UC	F	AH	F	N/A	F			N/A		F	F	UC	UC	AH		UC		AH	N/A	UC					F	F	
Subsidised gym membership	F	F		F		UC		UC	F	N/A	N/A	F		F	F	F	F	UC	N/A	UC			F		F		F				F	AH	
Healthy food onsite	F	F	F	F		UC		F		N/A	AH	F	F	F	AH	F	F	AH	N/A	F	F	F	F	F	F	F	F	F	F		UC	F	
Flu vaccinations	F	F	F	F	F	UC	F	AH	F	F	F	F	F	F	F	F	F	F	F	F	F	AH	F	F	F	AH	F	F	F	F	F	F	
Stress management information	AH	F	F	F	F	UC		F	AH	AH	F	F	F	F	F	F	F	F	F	F	F	UC	F	F	F	UC					UC	F	
Support for health/fitness/sporting events	AH	F	F	F	AH	UC		F	AH	F	F	F	F	F	F	F	F	UC	F	F		AH	F	AH	F	AH	F	AH				F	F
Employee Assistance Programme	F	F	F	F	F	UC	AH	AH	F	F	UC	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F			F	F	F	
Employee Assistance Programme for family members/whanau	F	F	F	F	F	UC	AH	AH	F	F	N/A	F	F	F	F	AH	F	F	F	F	F	F	F	AH	F	F			AH			F	F
Subsidised health insurance	UC	F		F	F	UC		UC	F	F	N/A	F		F		F	F	F	AH	UC	F	F	F	F	F	F	F				F	F	

PERSONAL AND PROFESSIONAL DEVELOPMENT

Paid study assistance	UC	F	F	F	F	AH	AH	AH	F	F	AH	F	F	F	F	F	F	F	AH	F	AH		F	AH	F			F	F		F	F
Professional/other fees subsidised	F	AH	F	F	F	AH	AH	AH	F	F	F	F	F	F	F	AH	F	F	F	F	AH	AH	F	AH	AH	AH		F	F		F	F
Mentoring programmes	AH	F	F	F		AH	AH	F	F	F	F	F	F	F	AH	F	F	F	F	F		F	F	F	F	F			F		F	AH