2016 Initiatives Summary

Entrants in the 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

	AECOM	API Consumer Brands	Armstrong Motor Group	Arup NZ	ASB Bank Limited	Auckland Council	Auckland University of Technology	Connect Global	CQ Hotels Wellington	Downer New Zealand	EY	Fletcher Building Ltd	Harrison Grierson	Hawke's Bay DHB	Hell Pizza	HSBC	Kensington Swan	Key Assets	MGS Stations Ltd	MinterEllisonRuddWatts	MUMA Mahi	New Zealand Police	New Zealand Tertiary College	The Pacific Island Chiefs of Police	Palmerston North City Council	Radius Residential Care	Real Journeys	Russell McVeagh	Silver Fern Farms Limited	Sovereign	Te Wānanga o Aotearoa	TerraNova Homes and Care	The Mind Lab by Unitec	The Warehouse Group	The Treasury	Unitec Institute of Technology	Westpac New Zealand	WorleyParsons New Zealand	Xero Limited	Chen Palmer Partners	Connect Supporting Recovery	Careers New Zealand	Nirvana Health Group
FLEXIBLE WORK PRACTICES																																												
Flexible working options relating to hours	F	AH	AH	F	F	F	F	AH	F	F	F	F	F	F	F	F	F	F	F	F	AH	F	AH	F	AH	UC	AH	F	N/A	F	F	F	F	F	F	F	F	F	AH	F	F	AH
Flexible start and finish times on a regular basis	F	AH	AH	F	F	F	F	AH	F	F	F	F	F	F	F	F	F	N/A	F	AH	F	F	F	AH	AH	F	F	N/A	F	F	F	F	UC	F	F	F	F	AH	F	F	AH
Flexible breaks (choose your own breaks)	AH	AH	F	AH	F	F	F	F	F	F	F	F	F	F	F	F	F	N/A	F	AH	F	F	F	F	F	F	F	N/A	F	F	AH	F	AH	AH	AH	F	F	AH	AH	F	AH
Shift flexibility (choose or have input into rosters or shifts)	N/A	F	N/A	N/A	AH	F	AD	AH	F	F	N/A	N/A	N/A	F	F	N/A	N/A	AH	F	F	AH	F	AH	F	AH	AH	F	AH	N/A	F	N/A	F	F	F	N/A	F	UC	N/A	F	N/A	F	N/A	AH
Flexibility in working the number of hours employed to do, e.g. compressed weeks, termtime working, annualised hours	UC	UC		N/A	AH	F	AD	AH	AH	F	F	F	AH	AH	F	AH	F		N/A	F	AH	AH	N/A	F	N/A	F	N/A	F	N/A	F		F	N/A	UC	F	F	F	AH	AH	N/A	AH	F	AH
Occasionally or regularly working from another location, such as home	F	AH	AH	AH	F	F	AD	AH	F	F	F	F	AH	AH	F	F	AH/ UC	F	N/A	F	AH	AH	F	F	AH	AH	AH	F	F	F	AH	N/A	F	UC	F	AH	F	AH	F	AH	F	F	N/A
Jobsharing	AH	AH		N/A	F	F	AD	AH	N/A	F	F	F	AH	F		F	F	UC	F	F	AH	AH	AH	N/A	AH	F	N/A	UC	F	AH	AH	N/A	N/A	F	AH	F	F	AH	F	N/A	F	AH	AH
Part time work at senior levels	F	N/A	AH	F	F	F	AD	F	F	F	F	F	AH	F		F	F	N/A	F	F	AH	F	AH	N/A	AH	F	F	F	F	F	AH	AH	AH	AH	F	F	F	F	AH	AH	F	F	F
Ability to shift from full-time to part-time in same position	F	AH	UC	F	AH	F	AD	AH	F	F	F	AH	F	F	AH	AH	AH	AH	F	F	AH	F	AH	N/A	AH	F	F	F	N/A	F	F	F	AH	AH	F	F	F	F	F	AH	AH	F	AH
Time in lieu	AH	AH	F	AH	F	F	F	F	AH	F	F	AH	AH	F	F	F	AH	F	F	AH	AH	F	F	N/A	F	F	AH	F	F	AH	AH	F	F	F	F	AH	F	F	F	AH	F	F	F
Training or support for managers in managing flexible work practices	F	AH		F	UC	AH	UC	F		F	F	AH	UC	F		F	AH	F	F	AH	F	UC	N/A	F	F	UC	F	AH	F	F	AH	F	F	UC	F	UC	F	F	F	AH	F	AH	F
FAMILY FRIENDLY INITIATIVES																																											
Afterschool programme		N/A	N/A		N/A		N/A	N/A	N/A	N/A	N/A			N/A		N/A	N/A		N/A	N/A	F		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A	AH	N/A	N/A	UC		N/A	N/A	N/A	N/A	N/A	N/A
School holiday programme provided or subsidised		N/A	N/A		N/A		N/A	UC	N/A	N/A	AH	F		N/A		N/A	N/A		N/A	N/A	F		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A	F	N/A	N/A	UC	F	N/A	N/A	N/A	N/A	N/A	N/A
Paid emergency care service		N/A		F	AH		N/A	AH	N/A	N/A	F			AH		N/A	F		N/A	F	F	F	N/A	F	N/A	N/A	F	F	N/A	N/A		UC	AH	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	AH
Family room/space for children		N/A			AH		N/A	F	N/A	N/A	AH			F		N/A	AH	AH	N/A	N/A	F		N/A	N/A	N/A	UC	N/A	F	N/A	N/A		N/A	F	AH	N/A	F		N/A	N/A	N/A	F	N/A	N/A
Provision of childcare		N/A			N/A		F	N/A	N/A	N/A	F			N/A		N/A	N/A		N/A	N/A	F		F	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A	AH	N/A	N/A	F		N/A	N/A	N/A	N/A	N/A	N/A
Childcare subsidy		N/A			N/A		F	UC	N/A	N/A	F	F		N/A		N/A	N/A		N/A	N/A	N/A		F	N/A	F	N/A	N/A	N/A	N/A	N/A		UC	N/A	N/A	F	N/A		N/A	N/A	N/A	N/A	N/A	N/A
Breastfeeding support (eg room, fridge)	F	AH			F	F	F	F	AH	F	F	AH	F	F		N/A	F	UC	N/A	F	AH	A/H	N/A	N/A	F	F	N/A	F	N/A	AH		AH	AH	F	F	F	F	F	F	AH	N/A	F	AH
Pay for child or family care during training or travel		N/A			N/A		F	UC	N/A	N/A	F			AH		N/A	AH	UC	N/A	N/A	N/A		N/A	F	N/A	N/A	AH	F	N/A	N/A		AH	N/A	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A
Children welcome at work when necessary	AH	AH	AH	AH	AH		AD	F	AH	AH	AH		AH	AH	AH	N/A	A	AH	N/A	AH	N/A		AH	F	AH	F	N/A	AH	N/A	AH	AH	F	F	N/A	AH	AH	AH	AH	AH	AH	AH	AH	N/A
WORKPLACE CULTURE																																											
Discourage people from working long hours	F	AH	AH	F	F	AH	F	F	F	F	F	AH	AH	F	AH	F	AH	F	F	AH	AH	F	AH	AH	F	F	F	AH	F	AH	AH	F	F	F	AH	F		F	AH	AH	F	AH	AH
Family oriented events/social activities	AH	F	F	AH	F	F	F	F	F	F	F	F	F	AH	AH	AH	F	F	F	F	F	F	N/A	AH	F	F	F	AH	F	F	AH	F	AH	AH	AH	AH		F	F	F	F	N/A	F
Initiatives to encourage work to occur during core hours		AH	AH	F	AH	F	F	AH	N/A	AH	F		UC	F		UC	F	F	F	AH	F	F	F	F	F	F	F	AH	F	AH	AH	AH	F	AH	N/A	F		F	N/A	AH	F	AH	N/A
Initiatives demonstrating a commitment to Maori and/or other cultures		AH		F	F	F	F	F	F	F	F	F	AH	F		AH	F	F	UC	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	AH	UC	F	F	F	F
Initiatives demonstrating a commitment to sexual orientation awareness and acceptance	F	AH		UC	F	F	F	F	N/A	UC	F	F	UC	F		AH	F	F	N/A	UC	F	F	AH	F	F	F	N/A	F	F	F		UC	N/A	UC	AH	F	F	AH	UC	F	AH	AH	F
Initiatives targeted at those caring for adults		AH		AH	UC	AH	UC	UC	N/A	UC	F			F		UC	F	F	N/A	AH	F	AH	AH	N/A	AH	UC	N/A	UC	F	UC		UC	N/A	UC	N/A	N/A		AH	UC	AH	F	AH	N/A
Initiatives targeted at employing disabled people	AH	AH		F	UC	F	UC	F	F	AH	AH			F	F	AH	UC	F	F	UC	F	F	AH	N/A	AH	AH	N/A	UC	F	UC	AH	UC	N/A	UC	N/A	UC	F	N/A	UC	AH	F	AH	AH
Sexual harassment policy	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	AH	F	F	F
Sexual harassment training	F	F		F	AH	AH	F	F	AH	F	F		UC	N/A	F	AH	F	F	F	F	F	F	N/A	F	F	F	UC	F	N/A	F		F	UC	F	N/A	F	F	AH	F	AH	F	AH	F
Diversity/cultural awareness programme	F	UC		F	F	UC	F	F	N/A	F	F		F	F		F	UC	F	UC	F	F	F	AH	F	F	AH	F	F	N/A	F	AH	F	N/A	F	F	F	F	F	F	F	F	F	F
EEO policy/strategy/programme	F	UC	F	F	F	F	F	F	F	F	F		F	F	UC	F	F	F	UC	F	F	F	F	N/A	F	UC	F	F	F	F		UC	F	F	F	F	F	F	UC	AH	AH	F	AH

LEAVE (BEYOND LEGISLATIVE REQUIREMENTS)

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

INFORMATION SERVICES

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

WORK LIFE INITIATIVES

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

WORKPLACE / COMMUNITY LINKS

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

HEALTH AND WELLBEING

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

PERSONAL AND PROFESSIONAL DEVELOPMENT

Paid study assistance	F	AH	F	F	F	F	F	AH	N/A	F	F	F	F	F	AH	F	F	AH	N/A	F	f	F	F	F	F	N/A	F	F	F	F	F	F	AH	F	F	F	F	F	AH	AH	F	F	F
Professional/other fees subsidised	F	AH	F	F	F	F	F	F	F	F	F		F	F	AH	F	F	AH	N/A	F	f	F	F	N/A	F	N/A	F	F	F	AH	F	AH	AH	F	F	F	AH	F	F	F	F	F	AH
Mentoring programmes	F	F	AH	F	F	F	F	F	N/A	F	F	F	F	F/ AH		F	F	AH	N/A	F	f	F	F	AH	AH	F	F	F	F	F	AH	AH	F	AH	F	F	AH	F	F	AH	F	AH	F