2017 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

	Adecco New Zealand	AECOM	Air New Zealand	ANZ	Auckland Airport	Coca-Cola Amatil	Coffee Educators Ltd	Countdown	Deloitte New Zealand	DSM Nutritional Products New Zealand Limited	Elizabeth Knox Home and Hospital	EY	Fletcher Building	Fonterra Co-operative Group Ltd	Fulton Hogan	GHD	HSBC New Zealand	Key Assets	KiwiRail	Lion	Māori Women's Development Inc	New Zealand Steel Ltd	New Zealand Defence Force	PrefabNZ	Rainbow Youth Incorporated	Red Journeys	Reserve Bank of New Zealand	Russell McVeagh	Southern Cross Health Society	Sovereign	Spark	Te Wānanga o Aotearoa	The Warehouse Group	Vector	Waste Management NZ Ltd	Westpac New Zealand Limited	Xero	Youthtown	YWCA Auckland	Z Energy
FLEXIBLE WORK PRACTICES																																								
Flexible working options relating to hours	AH	F	F	F	F	F	AH	F	F	F	F	AH	F	F	AH	F	F	F	AH	F	F	UC	UC	F	F	AH	F	F	F	F	F	AH	F	F	F	F	F	F	F
Flexible start and finish times on a regular basis	F	F	AH	F	F	F	AH	F	F	F	F	F	F	F	AH	F	F	F	AH	F	F	UC	UC	F	F	F	F	F	AH	F	F	AH	UC	F	AH	F	F	F	F
Flexible breaks (choose your own breaks)	F	F	AH	F	AH	F	F	AH	F	F	F	AH	F	F	AH	F	F	F	AH	AH	F	AH	AH	F	F	F	F	F	AH	AH	F	AH	AH	AH	AH	F	F	F	F
Shift flexibility (choose or have input into rosters or shifts)	n/a	n/a	F	F	F	n/a	n/a	F	n/a	AH	F	n/a	n/a	F/ AH	n/a	n/a	n/a	AH	n/a	AH	F	n/a	n/a	n/a	F	F	n/a	F	F	F	F	n/a	F	F	AH	UC	F	F	n/a	F
Flexibility in choosing when to work the number of hours they're employed to do, eg compressed weeks, termtime working, annualised hours	n/a	AH/ UC	UC	F	F	AH	AH	F	F	n/a	n/a	AH	F	F/ AH	n/a	n/a	AH	n/a	n/a	F	F	UC	UC	F	F	UC	F	F	F	AH	UC	AH	UC	n/a	n/a	F	F	n/a	F	F
Occasionally or regularly working from another location, such as home	AH	F	F	F	F	AH	AH	AH	AH/F	AH	F	AH	F	F/ AH	AH	F	F	F	F	F	F	AH	AH	F	AH	AH	F	F	F	AH	F	AH	UC	F	AH	F	F	F	F
Jobsharing	AH	F	AH	F	AH	AH	n/a	AH	F	UC	AH	F	F	F/ AH	n/a	F	F	F	n/a	F	F	AH	AH	AH	n/a	UC	AH	UC	n/a	F	n/a	AH	F	AH	F	F	AH	F	n/a	AH
Part time work at senior levels	UC	F	F	F	F	F	n/a	F	F	AH	F	F	F	F	AH	F	F	n/a	AH	F	n/a	n/a	n/a	F	AH	F	AH	F	AH	F	F	UC	AH	AH	AH	AH	F	F	F	F
Ability to shift from full time to part time in the same position	F	F	F	F	F	AH	AH	F	F	AH	F	AH	AH	F	AH	F	AH	AH	AH	F	F	n/a	n/a	AH	AH	F	F	F	AH	F	F	AH	AH	AH	AH	F	F	F	F	F
Time in lieu	F	F	F	F	F	F	F	F	F	F	F	AH	AH	F	AH	F	F	F	F	AH	F	F	F	n/a	F	AH	F	F	F	AH	F	F	F	F	AH	F	F	F	F	F
Training or support for managers in managing flexible work practices	AH	F	AH	F	F	F	F	AH	F	AH	F	AH	AH	UC	n/a	F	F	F	AH	F	AH	AH	AH	AH	F	F	F	UC	F	F	F	UC	UC	UC	UC	F	F	AH	F	UC
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	AH	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	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
School holiday programme provided or subsidised	n/a	n/a	n/a	n/a	n/a	F	n/a	n/a	n/a	n/a	AH	n/a	F	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	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	F	n/a	F	n/a	AH
Paid emergency care service	F	n/a	n/a	F	F	n/a	n/a	n/a	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	F	F	n/a	UC	F	n/a	F	n/a	F	AH	n/a	n/a	F	n/a	F	n/a	AH	n/a	n/a
Family room/space for children	n/a	n/a	n/a	n/a	n/a	AH	n/a	n/a	AH	n/a	F	n/a	n/a	n/a	n/a	UC	n/a	AH	n/a	n/a	F	n/a	n/a	AH	F	n/a	AH	F	n/a	n/a	n/a	AH	AH	n/a	n/a	n/a	n/a	F	n/a	n/a
Provision of childcare	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	AH	n/a	F	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	UC	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	n/a
Childcare subsidy	n/a	n/a	n/a	n/a	n/a	F	n/a	n/a	n/a	n/a	n/a	F	AH	n/a	F	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	AH	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Breastfeeding support (eg room, fridge)	n/a	F	F	F	F	F	n/a	n/a	F	AH	F	F	AH	F	n/a	F	n/a	UC	AH	F	F	F	F	n/a	F	n/a	F	F	UC	AH	F	AH	F	F	n/a	F	AH	F	n/a	F
Pay for child or family care during training or travel	n/a	n/a	n/a	AH	AH	AH	n/a	n/a	AH	n/a	AH	AH	n/a	AH	n/a	n/a	n/a	UC	n/a	n/a	n/a	AH	AH	n/a	n/a	AH	n/a	F	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	UC	UC	n/a	AH
Children welcome at work when necessary	AH	n/a	F	AH	AH	F	AH	AH	AH	AH	F	AH	AH	AH	AH	F	n/a	AH	n/a	AH	F	n/a	n/a	F	F	AH	AH	AH	AH	AH	F	F	n/a	AH	n/a	AH	AH	F	F	F
WORKPLACE CULTURE																																							
Discourage people from working long hours	F	F	F	F	F	F	AH	F	F	F	F	AH	AH	F	AH	F	F	F	F	AH	F	AH	AH	n/a	F	F	F	UC	F	AH	AH	AH	F	AH	AH	AH	AH	F	F	F
Family oriented events/social activities	F	AH	F	AH	F	F	AH	AH	F	UC	F	F	F	AH	AH	F	AH	F	AH	AH	F	F	F	n/a	F	F	F	F	F	AH	UC	F	AH	AH	AH	AH	F	F	F	F
Initiatives to encourage work to take place during core hours	F	n/a	F	F	F	F	AH	AH	F	F	F	n/a	n/a	AH	n/a	AH	UC	F	n/a	F	n/a	AH	AH	n/a	F	F	F	UC	F	AH	n/a	n/a	AH	UC	AH	n/a	AH	F	F	AH
Initiatives demonstrating a commitment to Maori and/or other cultures	F	UC	F	F	F	F	F	AH	F	AH	F	F	F	F	AH	F	AH	F	F	F	F	AH	AH	n/a	F	F	AH	F	F	F	F	F	F	F	UC	F	UC	F	F	UC
Initiatives demonstrating a commitment to sexual orientation awareness and acceptance	F	UC	F	F	F	F	F	F	AH	UC	UC	F	F	AH	UC	UC	AH	F	n/a	n/a	n/a	AH	AH	n/a	F	UC	UC	F	F	F	F	AH	UC	F	UC	F	UC	F	F	UC
Initiatives targeted at those caring for adults	F	UC	F	F	F	F	n/a	AH	F	n/a	F	n/a	UC	AH	n/a	AH	UC	F	n/a	F	AH	F	F	n/a	n/a	n/a	AH	UC	F	AH	n/a	AH	UC	UC	UC	F	n/a	AH	AH	UC
Initiatives targeted at employing disabled people	F	UC	UC	F	F	UC	F	AH	F	AH	F	F	UC	UC	n/a	n/a	AH	F	n/a	n/a	n/a	AH	AH	n/a	F	UC	AH	UC	UC	F	UC	AH	UC	UC	F	F	UC	AH	F	F
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	n/a	UC	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F
Sexual harassment training	AH	F	F	F	F	UC	F	F	F	F	F	F	UC	AH	F	F	AH	F	n/a	F	AH	F	F	n/a	UC	UC	AH	F	AH	AH	F	F	F	UC	AH	F	UC	F	F	UC
Diversity/cultural awareness programme	F	AH	F	F	AH	F	F	AH	F	F	F	F	F	F	F	F	F	F	UC	F	F	F	F	AH	F	F	UC	F	F	F	F	AH	F	F	UC	F	F	F	F	F
EEO policy/strategy/programme	n/a	F	F	F	F	F	AH	F	F	F	F	F	F	UC	F	F	F	F	F	F	F	F	F	n/a	n/a	F	F	F	F	F	F	AH	F	F	F	F	UC	F	F	F
LEAVE (BEYOND LEGISLATIVE REQUIREMENTS)																																							
Top-up government paid parental leave	n/a	F	n/a	F	n/a	F	n/a	F	F	F	AH	F	n/a	F	n/a	F	F	F	n/a	F	n/a	F	F	n/a	n/a	n/a	F	F	UC	n/a	F	F	n/a	F	n/a	F	F	F	n/a	F
Special leave (paid or unpaid)	F	F	F	F	F	F	AH	AH	F	F	AH	F	F	F	n/a	F	F	F	F	F	F	F	F	n/a	F	F	F	F	F	F	F	F	F	F	AH	F	AH	F	F	F
Study leave	F	F	F	F	F	F	AH	F	F	F	F	F	F	F	AH	F	F	F	F	F	F	F	F	n/a	AH	AH	F	F	F	F	F	F	F	F	F	AH	F	F	F
Sabbatical or career break leave	AH	AH	F	F	F	F	AH	F	F	AH	AH	F	AH	F	AH	F	F	F	AH	UC	F	F	F	n/a	n/a	AH	AH	F	UC	F	F	F	F	UC	n/a	F	F	UC	AH	F
Buying additional leave in exchange for reduced pay	n/a	F	F	F	AH	UC	n/a	UC	F	n/a	UC	F	n/a	F	n/a	F	F	UC	n/a	F	n/a	UC	UC	n/a	F	n/a	F	n/a	UC	F	F	F	F	F	n/a	F	UC	UC	AH	F
Paid leave for carers	F	AH	F	F	F	n/a	n/a	n/a	F	n/a	AH	F	n/a	AH	n/a	n/a	F	F	n/a	F	AH	F	F	n/a	n/a	n/a	AH	F	F	n/a	n/a	n/a	F	F	n/a	F	AH	AH	F	F
INFORMATION SERVICES																																							
Parenting information/resources	n/a	AH	n/a	F	AH	F	AH	AH	F	n/a	n/a	F	F	F	n/a	n/a	UC	F	n/a	F	AH	n/a	n/a	n/a	F	F	F	AH	F	F	n/a	n/a	F	F	n/a	F	n/a	n/a	AH	F
Community services information	F	AH	AH	F	AH	n/a	AH	AH	F	n/a	F	F	n/a	F	n/a	n/a	UC	F	n/a	n/a	F	F	F	n/a	F	F	n/a	AH	F	F	n/a	AH	F	AH	n/a	AH	n/a	n/a	AH	AH
Information on caring for adults	n/a	AH	n/a	F	n/a	n/a	AH	AH	AH	n/a	F	n/a	n/a	AH	n/a	n/a	UC	AH	n/a	n/a	AH	n/a	n/a	n/a	n/a	n/a	AH	AH	n/a	n/a	n/a	F	n/a	AH	n/a	F	n/a	n/a	AH	n/a
Transition to retirement education/information	n/a	AH	F	F	F	AH	n/a	AH	F	AH	F	F	AH	AH	n/a	n/a	UC	AH	AH	UC	AH	AH	AH	n/a	n/a	n/a	F	AH	F	F	F	AH	UC	AH	UC	F	n/a	AH	AH	AH
WORK LIFE INITIATIVES																																							
Managers' performance measured on implementation of worklife initiatives	n/a	UC	UC	AH	AH	F	n/a	n/a	F	UC	AH	n/a	n/a	F/ AH	n/a	AH	UC	F	n/a	F	AH	AH	AH	n/a	n/a	F	AH	UC	n/a	n/a	n/a	F	n/a	n/a	UC	AH	n/a	F	F	F
Senior management encouraged to model effective worklife balance	F	AH	n/a	F	F	F	n/a	F	F	F	AH	F	AH	AH	n/a	F	F	F	AH	F	F	UC	UC	n/a	F	F	AH	AH	F	AH	F	F	AH	AH	AH	F	F	F	F	F
Measurement of business benefits of worklife initiatives	F	F	n/a	F	AH	F	AH	n/a	F	n/a	AH	AH	AH	AH	n/a	F	F	F	n/a	F	F	UC	UC	n/a	F	UC	AH	AH	F	F	n/a	F	F	n/a	UC	AH	F	F	F	n/a
Worklife initiatives integrated into strategic business planning	F	F	F	F	F	F	AH	n/a	F	UC	AH	F	AH	AH	n/a	F	F	F	n/a	F	F	n/a	n/a	n/a	n/a	UC	F	F	F	F	n/a	F	F	AH	UC	F	F	F	F	UC
Seminars/training on worklife issues for employees	n/a	AH	F	AH	AH	F	F	F	F	UC	AH	AH	AH	F	n/a	F	AH	AH	n/a	F	F	n/a	n/a	n/a	n/a	AH	F	F	F	F	n/a	F	F	F	F	F	AH	F	F	UC
Seminars/training on worklife issues for managers	n/a	AH	F	F	AH	F	F	F	F	AH	AH	AH	AH	F	n/a	F	AH	AH	n/a	F	F	UC	UC	n/a	n/a	AH	F	F	UC	F	n/a	F	F	F	F	F	AH	F	F	UC
WORKPLACE / COMMUNITY LINKS																																							
Volunteer day off	n/a	F	F	F	AH	UC	n/a	n/a	F	UC	AH	F	F	F	F	n/a	F	AH	n/a	F	AH	UC	UC	n/a	F	F	F	F	F	F	F	F	AH	AH	AH	n/a	F	UC	F	UC	F
Support/sponsorship of charities	F	F	F	F	F	F	AH	F	F	F	AH	F	AH	F	F	F	F	AH	AH	F	F	F	F	AH	F	F	F	F	F	F	F	F	F	AH	F	F	UC	F	F	F
Support for local/community networks	F	F	F	F	F	F	AH	F	F	AH	F	F	F	F	F	F	F	F	AH	F	F	F	F	AH	F	F	n/a	F	F	F	F	F	F	AH	F	F	F	F	F	F
Community work experience involvement	n/a	F	F	AH	F	F	n/a	F	F	UC	AH	F	AH	F	F	F	F	F	n/a	AH	F	F	F	AH	F	F	AH	F	n/a	F	F	AH	F	AH	UC	F	UC	AH	F	F
HEALTH AND WELLBEING																																							
Health and wellbeing seminars/courses	UC	F	F	F	F	F	UC	F	F	AH	F	F	AH	F	n/a	F	AH	AH	AH	AH	AH	UC	UC	n/a	F	F	F	F	F	F	AH	F	F	F	F	F	F	F	F	F
Weight management programme	UC	UC	F	F	AH	AH	n/a	F	F	UC	AH	F	AH	F	AH	F	n/a	AH	n/a	AH	AH	AH	AH	n/a	n/a	UC	F	F	F	AH	n/a	F	AH	F	F	AH	n/a	UC	AH	F
Health checks	UC	F	n/a	AH	F	AH	n/a	AH	F	F	F	F	AH	F	F	F	F	n/a	F	AH	AH	F	F	n/a	F	F	F	F	F	AH	F	F	F	F	F	n/a	F	F	AH	F
Smoking cessation programme	n/a	n/a	n/a	F	AH	AH	n/a	AH	AH	AH	F	n/a	AH	AH	F	n/a	n/a	AH	AH	n/a	AH	F	F	n/a	AH	n/a	F	F	F	AH	n/a	F	UC	F	F	n/a	n/a	UC	AH	F
Subsidised gym membership	n/a	F	F	n/a	F	F	UC	AH	F	UC	n/a	F	AH	n/a	F	F	n/a	n/a	n/a	AH	n/a	UC	UC	n/a	n/a	UC	F	F	F	F	n/a	F	F	F	n/a	F	n/a	UC	UC	n/a
Healthy food onsite	AH	F	AH	F	F	n/a	AH	F	F	F	F	F	AH	F	F	F	n/a	AH	n/a	n/a	F	n/a	n/a	n/a	F	F	F	F	F	F	F	AH	F	AH	n/a	F	F	F	F	F
Flu vaccinations	F	F	F	F	F	F	n/a	F	F	F	F	F	F	F	F	F	F	n/a	F	F	AH	F	F	n/a	F	F	F	F	F	F	F	F	AH	F	F	F	F	F	AH	F
Stress management information	n/a	F	F	F	F	F	AH	n/a	F	AH	F	F	AH	F	n/a	F	AH	F	F	F	F	F	F	n/a	F	F	F	F	F	F	F	AH	F	F	F	F	F	F	F	F
Support for health/fitness/sporting events	F	F	AH	F	AH	F	AH	F	F	AH	F	F	F	AH	F	F	F	AH	A/H	AH	F	AH	AH	n/a	AH	F	F	F	F	F	AH	F	F	F	AH	AH	F	F	F	F
Employee Assistance Programme	F	F	F	F	F	F	UC	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	n/a	n/a	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	F	UC	F	F	AH	AH	F	F	F	F	F	F	F	F	F	F	F	F	n/a	n/a	F	F	n/a	F	F	n/a	n/a	F	F	F	F	F	F	AH	F
Subsidised health insurance	F	F	F	F	F	F	n/a	AH	F	AH	AH	F	F	F	F	n/a	F	n/a	F	F	n/a	F	F	n/a	n/a	F	F	F	F	F	F	F	AH	F	F	n/a	UC	n/a	F
PERSONAL AND PROFESSIONAL DEVELOPMENT																																							
Paid study assistance	F	F	F	F	F	F	n/a	AH	F	AH	F	F	n/a	F	AH	F	F	AH	F	F	F	F	F	AH	n/a	F	F	F	AH	F	F	F	F	F	F	F	AH	F	F	F
Professional/other fees subsidised	F	F	F	F	F	F	n/a	AH	F	F	F	F	n/a	F	AH	F	F	AH	F	F	F	F	F	AH	n/a	F	F	F	n/a	AH	F	F	F	F	F	AH	F	F	F	F
Mentoring programmes	F	F	F	F	F	F	n/a	F	F & AH	AH	AH	F	n/a	F	F	F	F	AH	UC	UC	F	AH	AH	AH	F	F	F	F	F	F	F	AH	AH	AH	F	AH	F	AH	F	F