

ANNUAL REPORT 2017

Air - New Zealand - 2017 Empowerment Award winners



**DIVERSITY
WORKS^{NZ}**

Formerly the Equal Employment
Opportunities Trust

HELPING
KIWIS BE
BETTER-BY-
DIVERSITY



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This year we celebrated 20 years of our Diversity Awards – 20 years of inspiring business leaders daring to improve productivity and profitability through diversity.



It's been a privilege for me to witness the large number of initiatives in the workplace where modern thinking reminds us that difference on its own doesn't cut it - what does make a difference is inclusion.

I also want to acknowledge our funders and partners - the New Zealand Government. We have been tasked by Government to work with the business community and promote the benefits of diversity and inclusion. We have developed tools and mentoring and seen the build in self-esteem occur in workplaces and the respect build for difference and diversity.

Today there is no excuse for not having initiatives in place that build on us successfully achieving diverse workplaces. Our firms, both large and small, have a unified message that acknowledges the progress we are making and also accepts there is still work to be done.

I am hopeful that the language we use will change and the excuses some make for not changing will be overcome. With so many conversations active in the business community, I have difficulty with the suggestion that some bias is unconscious - it's bias - and at other times I wonder who gave us the right to include others into our world when more might be achieved by us being included in theirs.

Thanks for your leadership and support. ▶▶

One of the highlights for our organisation this year was travelling throughout the country as part of the Diversity Roadshow. Speaking at these events from Whangarei to Dunedin affirmed for me that there is a valuable opportunity for our smaller businesses to tap into the benefits of diversity and inclusion.



Our provincial cities and towns reflect our diverse society, and our businesses in heartland New Zealand have much to gain by building successful teams that recognise difference as a source of innovation, creativity, and new connections.

One of the tools that supports this goal is the New Zealand Diversity Survey - this bi-annual research, which has now been conducted for four years, allows us to talk to businesses throughout the country about what diversity means to their organisations and the issues they are facing. We used the information gathered again this year, in partnership with Massey University, to build a much better understanding of the diversity initiatives that are a priority for New Zealand companies, and create resources and training to meet those needs.

Another significant piece of research this year was the study commissioned by the government to look at the gender pay gap and its underlying causes. In response to this we further developed our Top Tips publication series to include practical steps organisations can take immediately which will have a positive impact on this issue.

It's also been gratifying to introduce more organisations to our stocktake and diagnostic tools in the past 12 months. Working with our diversity advisors, businesses can use these to assess where they are on their diversity and inclusion journey.

We moved offices earlier this year to new premises in central Auckland with a dedicated training room for our events and workshops. The new set up allows our team to continue to support organisations, big and small, as they develop and deliver a diversity and inclusion strategy that is tailored for their workplace, and designed to ensure they can reap the many business benefits that fostering equality and difference brings. ▶▶

Diversity training for your team

Diversity Works New Zealand are the experts in empowering organisations to create diversity and inclusion initiatives that lead to better business outcomes.

Our training calendar includes:

DIVERSITY GROUP MEETINGS



Our Diversity Group Meetings are quick, information-packed sessions hosted by organisations that have important diversity stories and insights to share.

DIVERSITY WORKSHOPS



Diversity Workshops focus on different diversity and inclusion topics including disability, age, culture, sexual orientation, unconscious bias, governance, bullying and harassment, wellness, flexibility and parental leave.

DIVERSITY COMMITTEE WORKSHOPS



Build capability within your diversity committee with all the tools, training, motivation and resources they need to work together to deliver your strategic diversity and inclusion goals.

DIVERSITY WEBINARS



An interactive 45-minute briefing on different diversity and inclusion topics. Each session provides participants with an express overview of a specialised diversity issue.

Check out our full training and events calendar at diversityworks.nz/org.nz/eventsandtraining or call 0800 DIVERSITY (0800 348 377)

DIVERSITY
WORKS^{NZ}

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 2017

| | Note | 2017 | 2016 |
|--|------|------------------|------------------|
| REVENUE | | \$ | \$ |
| Donations, fundraising and other similar revenue | 1 | 683,207 | 788,320 |
| Revenue from providing services | 1 | 377,920 | 229,650 |
| Interest, dividends and other investment revenue | 1 | 5,701 | 10,090 |
| Total revenue | | 1,066,828 | 1,028,060 |
| EXPENSES | | \$ | \$ |
| Expenses related to public fundraising | 2 | 69,981 | 91,258 |
| Volunteer and employee related costs | 2 | 525,840 | 561,015 |
| Costs related to providing services | 2 | 563,654 | 483,840 |
| Other expenses | 2 | 22,513 | 27,656 |
| Total expenses | | 1,181,988 | 1,163,769 |
| Deficit for the year | | (115,160) | (135,709) |

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

STATEMENT OF FINANCIAL POSITION

as at 30 June 2017

| | Note | 2017 | 2016 |
|---|------|----------------|----------------|
| ASSETS | | \$ | \$ |
| CURRENT ASSETS | | | |
| Bank accounts and cash | 3 | 431,843 | 334,421 |
| Debtors and prepayments | 3 | 265,046 | 131,387 |
| Investments | 3 | 91,316 | 340,000 |
| Total current assets | | 788,205 | 805,808 |
| NON-CURRENT ASSETS | | | |
| Property, plant and equipment | 5 | 40,367 | 61,500 |
| Total non-current assets | | 40,367 | 61,500 |
| Total assets | | 828,572 | 867,308 |
| LIABILITIES | | \$ | \$ |
| CURRENT LIABILITIES | | | |
| Creditors and accrued expenses | 4 | 81,489 | 35,526 |
| Employee costs payable | 4 | 42,249 | 51,965 |
| Other current liabilities | 4 | 206,697 | 166,520 |
| Total current liabilities | | 330,435 | 254,011 |
| Total assets less total liabilities (net assets) | | 498,137 | 613,297 |
| ACCUMULATED FUNDS | | | |
| Accumulated surplus | 6 | 498,137 | 613,297 |
| Total accumulated funds | | 498,137 | 613,297 |

For and on behalf of the trustees:



Michael Barnett
Chair



Kylie Mooney
Trustee

4 October 2017

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

STATEMENT OF CASH FLOWS

for the year ended 30 June 2017

| | Note | 2017 | 2016 |
|---|----------|------------------|----------------|
| CASH FLOWS FROM OPERATING ACTIVITIES | | | |
| Cash was received from: | | | |
| Donations, fundraising and other similar receipts | | 550,233 | 787,525 |
| Receipts from providing services | | 396,161 | 360,122 |
| Interest, dividends and other investment receipts | | 5,211 | 15,986 |
| Net GST | | 14,674 | 302 |
| Cash was applied to: | | | |
| Payments to suppliers and employees | | 510,623 | 538,557 |
| Fund raising | | 69,981 | 88,828 |
| Employee related | | 535,557 | 540,412 |
| Net cash flows from/(used in) operating activities | | (149,882) | (3,862) |
| CASH FLOWS FROM INVESTING & FINANCING ACTIVITIES | | | |
| Cash was received from: | | | |
| Receipts from the sale of property, plant and equipment | | 100 | - |
| Realisation of term deposit | | 340,000 | 485,000 |
| Cash was applied to: | | | |
| Payments to acquire property, plant and equipment | | 1,480 | 28,402 |
| Investment in term deposits | | 91,316 | 340,000 |
| Net cash flows from/(used in) investing & financing activities | | 247,304 | 116,598 |
| NET INCREASE IN CASH | | 97,422 | 112,736 |
| Opening bank accounts and cash | | 334,421 | 221,685 |
| Closing bank accounts and cash | | 431,843 | 334,421 |
| This is represented by: | | | |
| Bank accounts & cash | 3 | 431,843 | 334,421 |

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

STATEMENT OF ACCOUNTING POLICIES

for the year ended 30 June 2017

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

Equal Employment Opportunities Trust has elected to apply PBE SFR-A (NFP) Public Benefit Entity Simple Format Reporting - Accrual (Not for profit) on the basis that it does not have public accountability and has total annual expenses of equal to or less than \$2,000,000. All transactions in the Performance Report are reported using the accrual basis of accounting. The Performance Report is prepared under the assumption that the entity will continue to operate in the foreseeable future. The figures in the performance report 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 property, plant and equipment. The method and rates applied are as follows:

Asset class

| | | |
|----------------------|----------|-------------------|
| Buildings | 8% | straight line |
| Furniture & fittings | 6-8% | diminishing value |
| Computer equipment | 14.4-67% | diminishing value |

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 statement of financial performance in the periods in which they are incurred.

STATEMENT OF ACCOUNTING POLICIES

continued

Goods and Services Tax (GST)

The Trust is registered for 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 & cash

Bank accounts and cash include cash on hand, bank balances, deposits held at call with banks and other short term highly liquid investments with original maturities of 90 days or less.

Revenue

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

Grants and donations 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.

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

The Trust has changed its accounting policy for donations so that donations have been accounted for on a cash receipts basis and clarified its classification of bank accounts and cash. The impact of this change in accounting policy is set out at note 11 to the financial statements. There have been no other 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 2017

| Note 1: ANALYSIS OF REVENUE | | 2017 | 2016 |
|--|---|----------------|----------------|
| Revenue Item | Analysis | \$ | \$ |
| Donations, fundraising and other similar revenue | Government matching & funds | 396,000 | 450,000 |
| | Donations received | 287,207 | 338,320 |
| | Total | 683,207 | 788,320 |
| Revenue from providing services | Diversity Awards ticket sales & sponsorship | 195,870 | 179,120 |
| | Diversity Summit bookings & sponsorship | 47,390 | - |
| | Events, training and sponsorship | 78,908 | 36,130 |
| | Consulting services | 55,752 | 14,400 |
| | Total | 377,920 | 229,650 |
| Interest, dividends and other investment income | Interest on cash deposits | 5,701 | 10,090 |

| Note 2: ANALYSIS OF EXPENSES | | 2017 | 2016 |
|--|-----------------------------------|----------------|----------------|
| Expense Item | Analysis | \$ | \$ |
| Expenses related to public fundraising | Communication & marketing | 68,921 | 85,292 |
| | Information services | 1,060 | 5,966 |
| | Total | 69,981 | 91,258 |
| Volunteer and employee related costs | Salary & wages | 525,840 | 561,015 |
| | Total | 525,840 | 561,015 |
| Expenses related to providing services | Diversity Awards expenses | 187,386 | 168,001 |
| | Diversity Summit expenses | 68,815 | - |
| | Events and training expenses | 38,878 | 56,702 |
| | Consultancy services | 19,231 | - |
| | Administration and overhead costs | 249,344 | 259,137 |
| | Total | 563,654 | 483,840 |
| Other expenses | Depreciation | 22,613 | 27,656 |
| | Loss/(Gain) on disposal of assets | (100) | - |
| | Total | 22,513 | 27,656 |

NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS

continued

| Note 3: ANALYSIS OF ASSETS | | 2017 | 2016 |
|----------------------------|----------------------|----------------|----------------|
| Asset Item | Analysis | \$ | \$ |
| Bank accounts and cash | Bank account cheque | 279,519 | 201,144 |
| | Bank account savings | 1,974 | 32,927 |
| | Petty cash | 350 | 350 |
| | Term deposits | 150,000 | 100,000 |
| | Total | 431,843 | 334,421 |
| Debtors and prepayments | Accounts receivable | 194,470 | 29,320 |
| | Prepaid expenses | 70,576 | 81,026 |
| | Other receivables | - | 11,141 |
| | GST receivable | - | 9,900 |
| Total | 265,046 | 131,387 | |
| Investments | Term deposits | 91,316 | 340,000 |

| Note 4: ANALYSIS OF LIABILITIES | | 2017 | 2016 |
|---------------------------------|----------------------------|----------------|---------------|
| Liabilities Item | Analysis | \$ | \$ |
| Creditors and accrued expenses | Accounts payable | 62,239 | 30,714 |
| | Accrued expense | 11,515 | 3,162 |
| | GST payable | 4,775 | - |
| | Credit card | 2,960 | 1,650 |
| | Total | 81,489 | 35,526 |
| Employee costs payable | Annual leave accrual | 24,507 | 33,292 |
| | Salary & wage accrual | 9,053 | 8,959 |
| | PAYE and other taxes | 8,689 | 9,714 |
| | Total | 42,249 | 51,965 |
| Other current liabilities | Income in advance - events | 206,697 | 166,520 |
| Total | 206,697 | 166,520 | |

Note 5: PROPERTY PLANT & EQUIPMENT

| THIS YEAR | \$ | \$ | \$ | \$ | \$ |
|--|-------------------------|--------------|--------------------|---------------------------|-------------------------|
| Asset class | Opening carrying amount | Purchases | Sales/ (disposals) | Current year depreciation | Closing carrying amount |
| Buildings | 4,020 | - | - | 3,660 | 360 |
| Furniture and fixtures, and office equipment | 25,959 | 1,480 | - | 3,079 | 24,360 |
| Computers | 31,521 | - | - | 15,874 | 15,647 |
| Total | 61,500 | 1,480 | - | 22,613 | 40,367 |

| LAST YEAR | \$ | \$ | \$ | \$ | \$ |
|--|-------------------------|---------------|--------------------|---------------------------|-------------------------|
| Asset class | Opening carrying amount | Purchases | Sales/ (disposals) | Current year depreciation | Closing carrying amount |
| Buildings | 11,349 | - | - | 7,329 | 4,020 |
| Furniture and 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 |

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 | - | 613,297 | - | 613,297 |
| Deficit | - | (115,160) | - | (115,160) |
| Closing balance | - | 498,137 | - | 498,137 |

| LAST YEAR Description | \$ Capital contributed by owners or members | \$ Accumulated surpluses or (deficits) | \$ Reserves | \$ Total |
|--------------------------|---|---|----------------|----------------|
| Opening balance | - | 749,006 | - | 749,006 |
| Deficit | - | (135,709) | - | (135,709) |
| Closing balance | - | 613,297 | - | 613,297 |

Note 7: COMMITMENTS

| Explanation and timing | 2017 | 2016 |
|--|----------------|---------------|
| Commitments to lease or rent of assets | | |
| Less than 1 year | 50,099 | 50,272 |
| Greater than 1 year, less than 5 years | 99,703 | 29,964 |
| | 149,802 | 80,236 |

NOTE 8: CONTINGENT LIABILITIES

At balance date there were no known contingent liabilities (2016: nil)

Note 9: RELATED PARTY TRANSACTIONS

| Description of relationship with trustees | Description of transaction | 2017 Value of Transactions \$ | 2016 Value of Transactions \$ | 2017 Amounts outstanding \$ | 2016 Amounts outstanding \$ |
|---|--|--|--|--------------------------------------|--------------------------------------|
| Michael Barnett - Chief Executive of Auckland Chamber of Commerce | Rent paid to Chamber of Commerce | 54,718 | 79,520 | - | - |
| Michael Barnett - Chief Executive of Auckland Chamber of Commerce | Contracting services | 39,000 | 60,985 | 3,250 | 350 |
| Michelle Hippolite - Chief Executive of Ministry of Maori Development | Sponsorship | 20,000 | 20,000 | - | - |
| Chris Litchfield - Managing Director of Coca Cola Amatil Ltd | Sponsorship | 25,000 | 20,000 | - | - |
| | Total | 138,718 | 180,505 | 3,250 | 350 |

Note 9: OTHER SERVICES PROVIDED TO THE ENTITY IN KIND

| | 2017 \$ | 2016 \$ |
|-----------------------------------|------------|------------|
| Audit of the Financial Statements | - | 14,000 |

For the year ended 30 June 2017, Crowe Horwath New Zealand Audit Partnership charged the Equal Employment Opportunities Trust \$7,000 for the audit of the performance report.

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 Performance Report. (2016: nil)

NOTES TO THE FINANCIAL STATEMENTS

continued

Note 11: CHANGE IN ACCOUNTING POLICY

The Trust has changed its accounting policy for donations so that donations have been accounted for on a cash receipts basis and clarified its classification of bank accounts and cash.

The Trust has recorded revenue received in the performance report on a cash receipts basis for donations received as the Trust is not obligated to provide any goods or services upon receipt of these amounts and these amounts are received from the public on a voluntary basis.

The comparatives have been restated in the 30 June 2017 financial statements to reflect the adjustments to revenue in the statement of financial performance, and debtors and income in advance in the statement of financial position at 1 July 2015 and 30 June 2016.

In addition to the above, the Trust has clarified its accounting policy with regard to the classification of bank accounts and cash and investments. As a result these balances have been restated at 30 June 2016.

An explanation of how these adjustments have affected the Trust's financial position and financial performance is set out below.

Schedule of changes:

STATEMENT OF FINANCIAL POSITION 1 July 2015

| | Previous 1 July 2015 Balances | Restatement effect | Restated 1 July 2015 Balances |
|----------------------------------|-------------------------------------|-----------------------|-------------------------------------|
| ASSETS | \$ | \$ | \$ |
| Bank accounts and cash | 221,685 | - | 221,685 |
| Debtors and prepayments | 308,316 | (76,213) | 232,103 |
| Investments | 485,000 | - | 485,000 |
| Total Current Assets | 1,015,001 | (76,213) | 938,788 |
| Property, Plant and Equipment | 60,754 | - | 60,754 |
| Total Non-Current Assets | 60,754 | - | 60,754 |
| Total Assets | 1,075,755 | (76,213) | 999,542 |
| LIABILITIES | \$ | \$ | \$ |
| Creditors and accrued expenses | 54,015 | - | 54,015 |
| Employee costs payable | 28,551 | - | 28,551 |
| Other current liabilities | 318,747 | (150,777) | 167,970 |
| Total Current Liabilities | 401,313 | (150,777) | 250,536 |
| Total Liabilities | 401,313 | (150,777) | 250,536 |
| Accumulated funds | 674,442 | 74,564 | 749,006 |

STATEMENT OF FINANCIAL PERFORMANCE 30 June 2016

| | Previous 30 June 2016 Balances | Restatement effect | Restated 30 June 2016 Balances |
|--|--------------------------------------|-----------------------|--------------------------------------|
| Revenue | \$ | \$ | \$ |
| Donations, fundraising and other similar revenue | 450,000 | 338,320 | 788,320 |
| Fees, subscriptions and other revenue from members | 359,769 | (359,769) | - |
| Revenue from providing goods or services | 229,650 | - | 229,650 |
| Interest, dividends and other investment revenue | 10,090 | - | 10,090 |
| Total Revenue | 1,049,509 | (21,449) | 1,028,060 |
| Total Expenses | 1,163,769 | - | 1,163,769 |
| Deficit for the year | (114,260) | (21,449) | (135,709) |

STATEMENT OF FINANCIAL POSITION 30 June 2016

| | Previous 30 June 2016 Balances | Restatement effect | Restated 30 June 2016 Balances |
|----------------------------------|--------------------------------------|-----------------------|--------------------------------------|
| ASSETS | \$ | \$ | \$ |
| Bank accounts and cash | 234,421 | 100,000 | 334,421 |
| Debtors and prepayments | 222,508 | (91,121) | 131,387 |
| Investments | 440,000 | (100,000) | 340,000 |
| Total Current Assets | 896,929 | (91,121) | 805,808 |
| Property, Plant and Equipment | 61,500 | - | 61,500 |
| Total Non-Current Assets | 61,500 | - | 61,500 |
| Total Assets | 958,429 | (91,121) | 867,308 |
| LIABILITIES | \$ | \$ | \$ |
| Creditors and accrued expenses | 35,526 | - | 35,526 |
| Employee costs payable | 51,965 | - | 51,965 |
| Other current liabilities | 310,756 | (144,236) | 166,520 |
| Total Current Liabilities | 398,247 | (144,236) | 254,011 |
| Total Liabilities | 398,247 | (144,236) | 254,011 |
| Accumulated funds | 560,182 | 53,115 | 613,297 |



TRUST MEMBERS AS AT 30 JUNE 2017

2020 Trust • 4Sight Consulting • AAPC Properties Pty Ltd • Access Ability • Accident Compensation Corporation • Adcorp New Zealand Ltd • AECOM Consulting Services (NZ) Ltd • Air New Zealand Limited • Allegis Group New Zealand Limited • Allfields Customised Solutions Limited • Alpha Health Care NZ Limited • Alpha Recruitment Limited • Altris Ltd • ANCO Properties Development Limited • Anderson Lloyd Lawyers • Antarctica New Zealand • ANZ Bank New Zealand • Ara Institute of Canterbury (formerly CPIT) • Arbitrators' and Mediators' Institute of New Zealand • Artemis Executive Recruitment Limited • Asaleo Care NZ Ltd • ASB Bank Limited • Aspire2 Business | Workplace Communication • Asthma NZ • AsureQuality Ltd • Attitude Pictures Ltd • Auckland Chamber of Commerce • Auckland Council • Auckland International Airport Ltd • Auckland Kindergarten Association • Auckland Tourism, Events and Economic Development (ATEED) • Auckland Transport (AT) • Aurecon Australasia Pty Ltd • AUT University • Aviat Networks • Bay of Plenty District Health Board • BDO Taranaki Limited • Bell Gully • Beyond Performance • 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 Development Association of New Zealand • Careering Options Limited • Careers New Zealand • Carter Holt Harvey Woodproducts • Catapult Employment Services Trust • Cavell Leitch • Central Hawkes Bay District Council • ChangeMakers Refugee Trust • Chapman Tripp • Chartered Accountants Australia and New Zealand • Chep • Christchurch City Council • City Care Limited • Civil Aviation Authority of NZ • Co. Of Women • 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 • 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 • David Forman Ltd • 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 • Emma Rose Apparel Group NZ Limited • Employers & Manufacturers Association (Northern) Inc • Employment Services Ltd • English Language Partners • Enterprise IT Ltd • Enterprising People • Environmental Protection Authority (EPA) • 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 • FCB • 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 • GHD Limited • 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 • Hell Revolution Limited • Hope-Cross Consulting Ltd • Horizon Group Ltd • Housing New Zealand Corporation • Hubbard Foods Limited • Hudson • Human Resources Institute of NZ (HRINZ) • IAG Group • IBM New Zealand Ltd • IHC NZ Inc • Infinitus Professional Development Ltd • Inland Revenue • Inside Executive Recruitment • Intergen • Intergroup Limited • Intuери Education Group Limited (Administrators Appointed) • J & B Enterprises • Jackson Stone and Partners • Jacobs New Zealand Limited • John Peebles Associates • JoyWorkz Ltd • Kensington Swan • Kerridge & Partners • Key Assets • Key Industries Ltd • 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 • Merck Sharp & Dohme (New Zealand) •

TRUST MEMBERS AS AT 30 JUNE 2017 *continued*

Mercy Hospice Auckland • Mercy Hospital • MercyAscot • Meredith Connell • Meridian Energy Ltd • MetService NZ Ltd • MidCentral District Health Board • Ministry for Culture and Heritage • Ministry for Pacific Peoples • Ministry for Primary Industries • Ministry for the Environment • Ministry for Women • Ministry of Business, Innovation and Employment (MBIE) • Ministry of Foreign Affairs and Trade • Ministry of Justice • Ministry of Maori Development - Te Puni Kōkiri • Ministry of Social Development • Ministry of Transport • Minter Ellison Rudd Watts • Momentum Consulting Group • 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 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 College • 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 • NZME Publishing Ltd • NZX Limited • Obertech Group • OCG Consulting Ltd • Office of Film & Literature Classification • Office of the Clerk of the House of Representatives • Office of the Privacy Commissioner • OfficeMax NZ Ltd • O-I New Zealand • Oji Fibre NZ Ltd • Opotiki District Council • Oriana Enterprises Ltd • Orion Health • Otago Polytechnic • Palmerston North City Council • Parker Bridge (NZ) Ltd • Parliamentary Service • Parliamentary Services • Phoenix Inc Supported Employment Services • Plant & Food Research • PolicyWorks NZ • Ports of Auckland Ltd • PowerHouse People Ltd • PPG Industries NZ Ltd • Prepack Limited • Prepared Foods Limited • Presto Resourcing Options • PricewaterhouseCoopers • Primary ITO • Progress to Health • Progressive Enterprises Ltd • Publicis Loyalty • Randstad Pty Ltd • Ravensdown Limited • RCSA Australia & New Zealand • Real Journeys • Rebel Sport • Regus • Rinnai New Zealand Limited • Robert Walters NZ Ltd • Rotorua District Council • Rotorua Heritage Farm Limited • South Canterbury District Health Board • southern • Southern Cross Health Society • Southland District Council • Sovereign New Zealand • Spark New Zealand Limited • Spotless Services (NZ) Ltd • Springload Web Design • Starlight Network Limited • State Services Commission • Statistics New Zealand • Supported Employment Agency (Bay of Plenty) • Sustainable Business Network • Synergy Health Limited • T SMART LTD • T&G Global • 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 • Māori Language Commission • Te Utuhina Manaakitanga Trust (The Addiction Resource Centre Rotorua) • Tegel Foods Ltd • Television New Zealand Limited • Tertiary Education Commission • The Communication Agencies Association of NZ • The Hongkong & Shanghai Banking Corporation Ltd • The Institute of Professional Engineers of NZ (IPENZ) • The Johnson Group • The Order of St John • The Otago Chamber of Commerce • The Royal Australian and New Zealand College of Ophthalmologists RANZCO • The Skills Organisation • The Todd Corporation • The Treasury • The University of Waikato • The Warehouse Group Ltd • Tiaho Trust • Tonkin & Taylor Ltd • Top Drawer Consultants • Torpedo 7 • Transpower New Zealand Limited • TWP • Unitec Institute of Technology • University of Canterbury • University of Otago • Upskills • Vector Limited • Vero Insurance New Zealand Limited • Victoria University of Wellington • Villa Maria Estate Limited • Vodafone New Zealand Limited • Waikato District Health Board • Waikato Institute of Technology (WINTEC) • Waitemata District Health Board • Warehouse Group Financial Services • Warehouse Stationery • Watercare Services Limited • Wellington City Council • Western Bay of Plenty District Council • Westpac New Zealand • Whanganui District Health Board • Whitecliffe College of Arts & Design • Whitireia New Zealand • Women's Health Action Trust • Woolux Corporation Limited • Workbridge Incorporated • WorkMates-Supported Employment Agency • WorleyParsons New Zealand Limited • Write Limited • Wynn Williams & Co • YES Disability Resource Centre • YWCA Auckland • Z Energy Limited

Thursday 24 May 2018

SAVE THE DATE

**DIVERSITY
SUMMIT NZ**
2018



diversityworks.nz.org.nz/diversity-summit-nz



SUMMARY OF STATEMENT OF SERVICE PERFORMANCE

for the year ended 30 June 2017

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.

WE HAVE PROVIDED
DIVERSITY TRAINING
TO MORE THAN

2000

ORGANISATIONS
ACROSS
NEW ZEALAND



Diversity
training
attendance has
increased
by

60%



Attendance at
diversity webinars
has increased by

245%

More than
45%
of Diversity
Regional
Roadshow
event attendees
were **NEW** to
diversity.

In the April 2017
NZ Diversity Survey,
respondents
identified
wellbeing,
flexibility
and **bias** as the
most important
diversity issues

Our Facebook
likes have
increased by
12% in 12
months



We have sent out
37,000
diversity email
newsletters.

Our
Twitter
followers
have
increased by
10%



We have the largest diversity
reference collection in
New Zealand with more than

2500

books, journals and
publications



THERE IS AN AVERAGE OF
2500
VISITORS TO OUR SITE
EACH MONTH

**DIVERSITY
WORKS^{NZ}**

Helping Kiwis be better-by-diversity

TRUSTEES REPORT

for the year ended 30 June 2017

TRUSTEES

The following persons held positions as Trustees of the Equal Employment Opportunities Trust (EEO Trust) as at 30 June 2017

MICHAEL BARNETT

EEO Trust Chair
Chief Executive, Auckland Chamber of Commerce

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
Chair
4 October 2017



Kylie Mooney
Trustee
4 October 2017

TRUST DIRECTORY

as at 30 June 2017

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

Auckland Chamber of Commerce
Level 9
90 Symonds Street
Grafton
Auckland 1010

AUDITORS

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

BANKERS

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

TRUST SETTLEMENT DATE

24 March 1992



www.diversityworks.nz.org.nz

