

We developed pragmatic activities to strengthen our diversity and inclusion understanding for the next year.

Key focus area	Actions
Supporting our people to thrive	Establish and reinforce appropriate communication channels so there is a platform for people to express their voice/view.
	Encourage staff to share their cultural calendar celebration.
	Ensure offices and social events encompass and allow for different dietary requirements, a range of cuisines, not always alcohol focused etc, and timed not to disadvantage part-time staff.
	The diversity champions in each office connect informally with new starters to understand them as a person, their interests and background.
	Capture the lessons learnt from the connections with the new starts to improve our recruitment and retention practices.
	Undertake comprehensive cultural competency training for the NZ consultants.
Activities to raise awareness	Socialise our revised Diversity Programme at a staff meeting to ground truth it and gain feedback.
	Undertake a lunchtime diversity quiz event with staff to raise awareness and share experiences (such as important stats and cultural labels).
	Continue with regular team events at office level so people feel connected, get to know people and gain a sense of belonging.
	Set up virtual interest groups to meet regularly on specific topics (work related such as waste or not work related such as gourmet food).
	Undertake a lunchtime staff event to share what people do to give back to their local community.
Improving our practices	Improve our website information to show how our teams connect at each office, have fun and connect in meaningful way.
	Undertake appropriate diversity training for managers.
	Implement the lessons from the diversity training into the recruitment processes.
	Undertake a staff event to refresh on choice of language to be used internally and externally as this needs to mirror our values and guiding principles.
	Each office has an initiative collectively to give back to their community.
	Provide an update on the programme progress to the Managers Meeting on 16 June 2022.
	Update the Diversity Policy as part of the three-year review and ensure consideration of indigenous peoples.

Updated as at 1 July 2022.