

Champions for Change 2017-18 Diversity Report Summary

OVERALL DATA

For period 1 April 2017 - 31 March 2018



44

CHAMPION
ORGANISATIONS
IN TOTAL

with



29

CHAMPION
ORGANISATIONS
PARTICIPATING
IN 2018 REPORTING

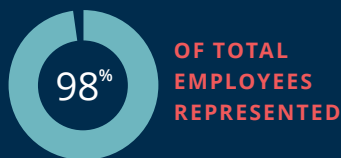
who have



83,000

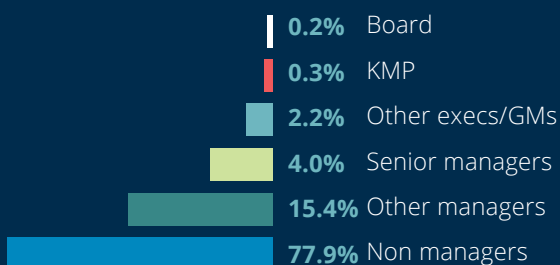
TOTAL
EMPLOYEES
(INCLUDING
BOARD)

GENDER DATA

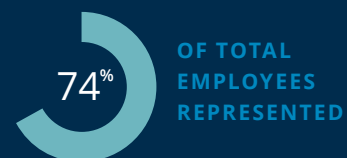


From across

6 work categories



ETHNICITY DATA



However 1 in 6 did not state ethnicity so only



Therefore focus for 2019 is to increase ethnicity reporting



Figures rounded to the nearest thousand

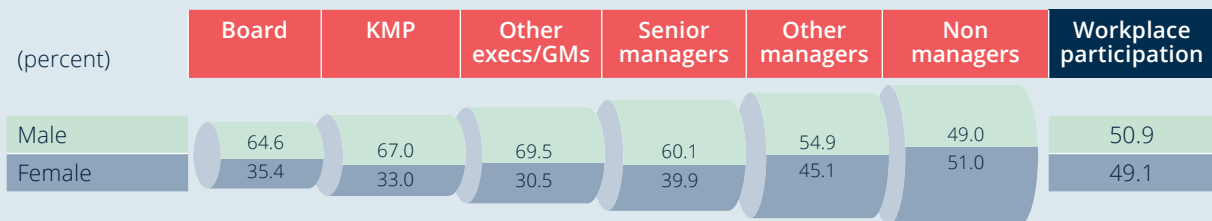


Results

Gender representation by work category for the Champion group¹

Gender reporting was overwhelmingly successful for the 2017-18 reporting group, with a 98% response rate, more than 80,000 employees.

Gender was recorded at all levels of work role, from non-managers to Board members, as represented in the table below.



International comparisons²

(percent)	Board	KMP	Other execs/GMs	Senior managers	Other managers	Non managers	Workplace participation
NZX50	26.5	22.7	-	-	-	-	-
NZ State Sector	45.3	-	-	-	-	-	-
WGEA	24.9	29.7	30.4	34.9	41.9	51.3	50.0
FTSE100	27.7	19.3	26.1	-	-	-	-
WIW	-	20.0-21.0	29.0	33.0	37.0	47.0	-

- Data not available

WHAT IS THE DATA TELLING US?

The gender data from our first year of reporting reveals that women are under-represented in senior management roles, with a particular drop off at the 'other executives/general managers' category (30.5%) and flowing on to KMP and Board level (33.0% and 35.4% respectively).

While the Champions for Change group is mostly on parity or more advanced, in terms of gender balance, than many other reporting groups internationally, there is still work to be done.

As a group, Champions for Change are committed to a 40:40:20 balance at all levels of employment, and are actively employing levers of diversity to achieve this balance.

ETHNICITY DATA: FURTHER FOCUS REQUIRED

While initial progress has been made with over 60,000 employees participating in ethnicity reporting, approximately one in every six respondents chose not to state their ethnicity. In addition, there were further inconsistencies that impacted the quality of the data. Increasing the accuracy and level of responses on ethnicity will be a focus for the coming reporting year, so that we may have a more robust data pool to review.

1. Gender diverse and not stated employees represent ~0.1% of total workplace participation.
2. NZX50 Gender Diversity Statistics as at 30 June 2018; Ministry for Women Gender Stocktake of State Sector Boards and Committees 2016; Australia's Gender Equality Scorecard 2016-17 (WGEA); Hampton Alexander Review 2017; Women in Workplace 2017.