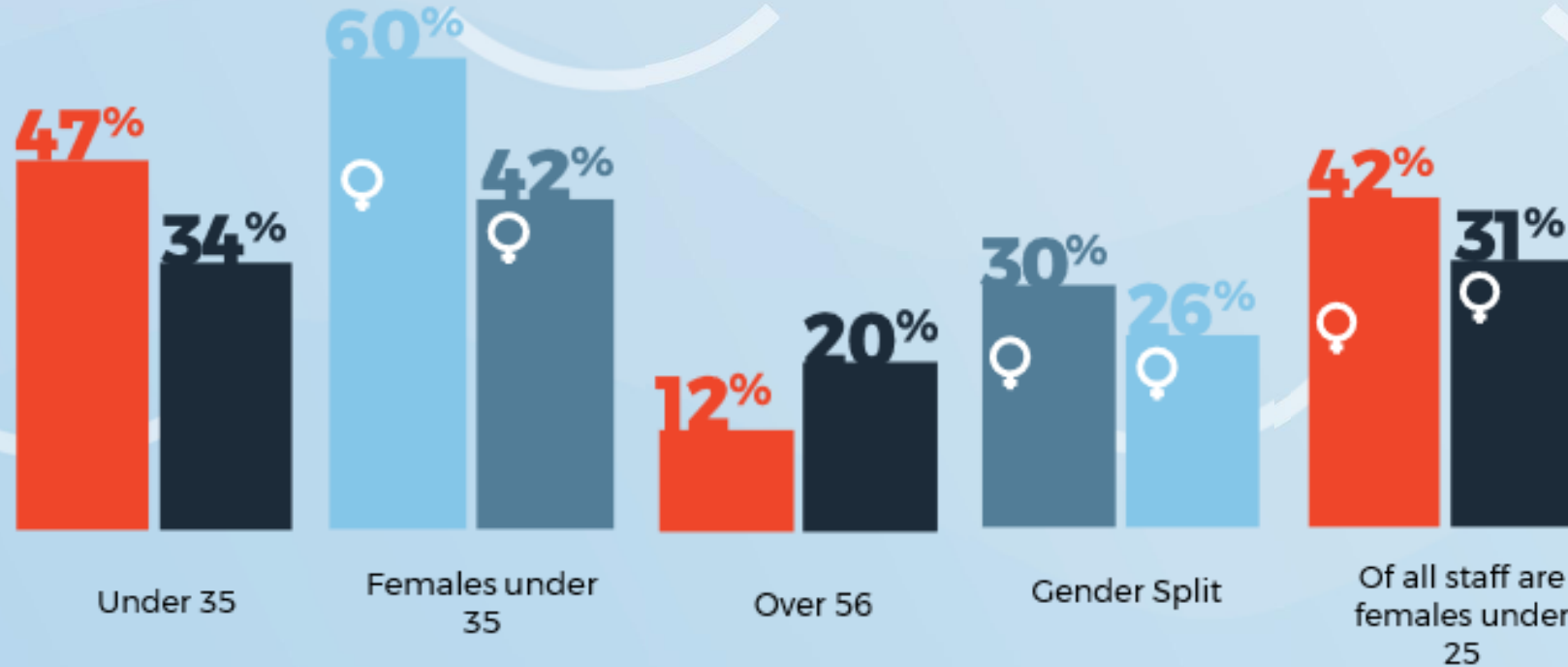


Water Industry Aotearoa

Elevating the Need for Diversity

How are water consultancies in Aotearoa performing?



Comparing the 10 consultancies (1000+ staff) with the Design, Engineering, Scientific and Transportation Profession Classification from Stats NZ (60,000)

Data from WSP Opus and these contributing organisations



Sharing our Kōrero ?

Gender



- Zero Pay Gap
- Supportive networks
- Setting targets

Māori & Pasifika



- Supportive networks
- Supporting educational and vocational opportunities

Inclusivity



- Flexible working policies
- Parental Leave
- Launching a Rainbow Community network

What do we want to happen next?

We call upon Water New Zealand (with support from it's representative organisations) to:



Plan - Provide a vision - Lead the change !



Support - Provide a programme of events



Analyse - Review current performance of whole industry and share lessons.



Inspire - The Wonder of Water as a career.
Re-connecting our tamariki with wai



Do - Promote and undertake targeted action plans



Measure - Set aspirational targets for the Board, the workforce and the wider sector.

The aim being to 'Create an inclusive and equitable water industry, reflective of the richly diverse communities we serve'.

"We are better together!" **Ka ora te wai, ka ora te whenua, ka ora te tangata**