



Truly Embracing Diversity and Inclusion

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ARUP

Personal Journey

Arup's ability to provide a multitude of opportunities to learn and collaborate with Arup's Global Network

Joined as a Tupu Toa intern in 2017

Aiming to live by my why and change statistics

Achieving goals through the endless and genuine support provided by Arup as I grow both technically in my area of expertise and as an individual



Arup Australasia's D&I Strategy

Vision

Our vision is for an inclusive workplace, accepting and representative of our diverse society.

We want everyone to feel they belong, have value and can thrive. We are all unique – like a fingerprint – and we celebrate this uniqueness.

Focus Areas in NZ:

Age and Generational

Culture and Ethnicity

Disability and Mental Health

Gender

LGBTIQ+

Māori and Pasifika

Diversity of ideas

Enhance innovation and creativity as our hallmarks by bringing together people with unique ideas and experiences.

Diversity of talent

Maintain talent as Arup's key advantage by addressing workforce shifts, changing expectations of equality of opportunity, and, inclusive workplaces.

Diversity of markets

Reflect our diverse markets and enable our people across all regions to work together seamlessly to support our clients as they grow.



Arup's Young Water Professional Panel

Vision

To help connect our Young Water Professionals across Arup

Global Water Business Plan supports to also provide YWP's with clear succession and development plans

Working with a range of organizations in order to ensure YWP's have access to the right people in order to succeed in their careers and develop their skills

D&I within the work we do

**Our Community Engagement
approach is rooted in trusted
partnerships**

Enabling us to join expertise with
a range of small and large
organizations, companies and
political organization to ensure
we are shaping a better world





Developing a sustainable water future for the Torres Strait Islands

Success Factors

Collaborative and iterative process

Stakeholder engagement

Communication

Harnessing of existing knowledge

Port Stewart Water Supply Case Study

In 2006, flooding associated with a cyclone destroyed communities access to a safe and reliable supply of water.

Arup partnered with indigenous organisations and other key community representatives to design a pro bono solution.

A two day operations and maintenance training course was undertaken with representatives from the community.

The critical success factor to overcoming the design challenges, was regular engagement with the Indigenous organisations and building a strong, long term relationship with partners





NZ Specific Work

2050 Water Strategy

Involvement and engagement throughout the entire process

NZ Water Consumer Survey

The first nationwide examination of what New Zealanders think about critical issues associated with water.

Customers are central to the work of the water utilities therefore it is imperative to understand their needs, concerns and values – similar principle to truly embracing Diversity and Inclusion.

Conclusions



Genuinely embracing the communities we work for and within

Identifying the uniqueness that New Zealand presents

Being and remaining genuine through partnerships

Providing safe and collaborative environments

