

HE TAURANGI - THE PANEL PLEDGE

As a public sector Chief Executive, I understand the benefits we gain through diversity. I am also committed to the public sector's vision of creating an inclusive culture that encourages our diversity and helps deliver our Spirit of Service.

Conferences and panels provide a platform for ideas, debates, and stories that resonate with people and bring about inspiration. A good panel brings together a broad range of diverse perspectives, experiences and expertise— and encourages substantial debate. In New Zealand, many high-profile conferences and events lack an appropriate range of diverse speakers on their panels.

Papa Pounamu, the public sector's Diversity and Inclusion leadership group recognises that diversity goes beyond just gender identity and ethnicity. Diversity also embraces many other forms of difference that make up New Zealand, such as: disability, LGBTQIA+, mental health, age and spirituality. I am personally committed to the Panel Pledge to achieve more balanced representation at conferences and on panels. When conferences and panels are planned with diversity at the forefront of our thinking, we will all broaden our understanding and knowledge.

As such, I pledge to:

<i>SET EXPECTATIONS UPFRONT WHEN ASKED TO SPEAK</i>	<i>HIGHLIGHT DIVERSITY IMBALANCE</i>	<i>ACTIVELY ENCOURAGE DIVERSE VOICES</i>
<p><i>In order for me to consider joining a panel, forum, or any speaking engagement, please confirm the following:</i></p> <ul style="list-style-type: none"> <i>• Who are the other speakers and participants?</i> <i>• How will diverse perspectives be attained?</i> <i>• Is the event accessible to all people?</i> 	<p><i>Panellists are seen as leaders, and when that visible leadership is not diverse, it perpetuates the notion that "You can't be what you can't see". As such, please confirm:</i></p> <ul style="list-style-type: none"> <i>• Is there fair diverse representation on the panel?</i> 	<p><i>Panellists can sometimes face tough audiences and have valid concerns as to how their ideas will be received, particularly when their ideas are different from others. As a public sector Chief Executive, I will ensure other panellists gain credit for their own ideas and ensure that diverse opinions are taken seriously. Please confirm:</i></p> <ul style="list-style-type: none"> <i>• How will you ensure diverse speakers will participate in a meaningful way?</i>

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Chief Executive

PLEASE NOTE: I reserve the right to withdraw from the event if the final speaker line up does not reflect the requests in this pledge. Thank you in advance for your support in this important piece of work, to bring more inclusive and diverse panels to New Zealand.