

Appendix One – Diversity and Inclusion Current Focus Areas

Strategic Focus Area	Gender Equity in Leadership	Relevance to Māori	Safe to Speak Up	Cultural Intelligence	Inclusive Leadership
Success looks like	40:40:20 at all seniority levels and across six of eight leadership teams (Board, Lead Team, GM's leadership team).	Te Ao Māori and Māori tikanga are an active and inherent part of our DNA at NZTE. We have more Māori, more Māori leaders and a Māori capable One Global Team.	Ensuring our people feel safe to speak up about bullying, harassment and discrimination. Creating a culture where we uplift the mana of others through everyday interactions.	Our people having greater compassion for cultures other than their own. Supporting our people to actively address their biases in decision making.	Upskilling our leaders to hire and lead diverse teams, inclusively, and holding them accountable for success.
Key Initiatives	Intentional leadership development for priority groups Champions for Change Gender and Ethnicity Pay Gap reporting	Kia Kaha Māori capability programmes Māori Recruitment strategy Te Tiriti o Waitangi learning modules	Respectful Workplace guidelines and Learning Module S2SU workshops External Reporting Tool Mana-Enhancing Coaching Workshops	Regional D&I Leads International storytelling Celebrating cultural events Digital Tools promotion	New Leadership Model Leadership Habits Scalable Leadership Development

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