RAINBOW TICK

Rainbow Tick Evaluation Report and Action Plan

Prepared for: Auckland Transport

Status: Certified 4/09/2018

The Rainbow Tick programme is a continual quality improvement programme designed to help an organisation ensure it is a safe and welcoming workplace for employees.

The process involved covers an evaluation of relevant documents and focus groups. This data is then assessed and used to generate the evaluation report below. The standards against which organisations are evaluated are based on current international best practice in this field.

Creating a workplace where people are free to be their authentic selves is acknowledged to be a central factor in attracting and retaining the best talent. While the areas of gender balance, ethnicity and ability have been the focus of most Diversity and Inclusion programmes, the Rainbow Tick addresses that of sexual orientation and gender diversity.

We are pleased to confirm that Auckland Transport has met the standard required to be certified with the Rainbow Tick.

We would like to note the hard work put into this project by Paul Patton and Simone Guy.

RAINBOW TICK

- Auckland Transport have done extremely well for their first year of assessment.
- We note that those interviewed from the Rainbow identified focus group feel positive about working at AT and would recommend it to other Rainbow people while the general groups felt that there were some areas of the organisation had some work to do.
- People were aware of Rainbow colleagues, including transgender people, they are not sure that all teams would be as accepting as others but generally people feel accepted and do not feel their careers are jeopardised or that there is any constraint on social inclusion.
- There was definitely a sense that the younger people in the organisation were more accepting than some of the older employees or those with cultural or religious background that made it difficult to normalise.
- Largely people were very well versed in appropriate behaviour and banter in the workplace and if there was any variation on that people were prepared to pull them up, unless it was a senior person and then they felt that could be career limiting.
- Involvement in Pride this year was multi-layered throughout the organisation and was seen as extremely positive by most people. People want to build on this momentum.
- All groups recognised the importance of embedding the Rainbow Tick as part of a wider D&I strategy and there is a commitment from the organisation to do this.
- There is also the commitment to raise Rainbow Diversity & Inclusion routinely in recruitment interviews or note it on application forms.
- In focus groups some people raised the question of awareness raising and education across the organisation and rainbow Tick education will be offered to staff and management in the future.
- Moves will be made to give staff the opportunity to record their sexuality and gender identity in surveys and data collection and Rainbow D&I raised in exit interviews to see if it is affecting staff retention. Any instances of bullying or discrimination against Rainbow staff will be monitored, the causes addressed and reported to senior management.

RAINBOW TICK

Assessment Results

Abbreviation	Ranking	Definition
NA	Not Achieved	Lack of supporting evidence
PA	Partially Achieved	Either the organisation does this work but in an ad-hoc manner with no records or policies, or there are policies and procedures in place but no evidence of them being utilised
FA	Fully Achieved	Significant and obvious evidence of compliance
FACI	Fully Achieved with Continuous Improvement	FACI will only apply to organisations after their first audit as they continue to improve their work in this area

Some elements have been agreed to not relevant to the usual practices of the organisation and left blank and marked "Not Applicable".

1. Strategy and Policy	NA	PA	FA
a) Is Rainbow Diversity & Inclusion explicitly mentioned in any documents outlining the organisation's purpose or planning? (e.g. Strategic Plan, Values Statement)			
b) Is Rainbow Diversity & Inclusion specifically mentioned in documents setting out any policies or procedures (e.g. Non-discrimination policy, complaints process, meeting minutes)			
c) Do the leaders of the organisation receive Rainbow-specific Diversity & Inclusion training?			
d) Is there a Diversity & Inclusion council or sub-committee at governance or senior management level or does the brief of any other committee include Diversity & Inclusion?			
e) Are there any measures or indicators that are reviewed and reported on by this committee?			
f) Is Rainbow Diversity & Inclusion a line item in Board or senior management reporting?			
2. Staff Engagement and Orgnisational Support	NA	PA	FA
a) Is the organisation's stance on Rainbow Diversity & Inclusion routinely raised in recruitment interviews or noted on application forms?			
b) Does the organisation encourage and support staff to set up Rainbow networks internally and/or to link with external ones?			
c) Does the organisation encourage staff to mark occasions of relevance to Rainbow communities such as Pride festivals or Red Ribbon Day?			
d) Does the organisation have processes and resources in place for staff who transition gender? (e.g. A support plan for staff who transition, access to unisex toilets for those who need it)			
e) Does the organisation use the preferred name, title, and pronouns of people who have transitioned gender? (e.g. If gender on documents is incongruent with current gender identity)			
f) Are there visible Rainbow Allies at all levels of the organisation?			

RAINBOW TICK

3. External Engagement	NA	PA	FA
a) Does your website or publicity material specifically mention Rainbow Diversity & Inclusion anywhere? (e.g. under its "About Us" or "Values" section)			
b) As part of your commitment to corporate social responsibility, have you informed your customers and other stakeholders e.g. your supply chain, clients, contractors, that you are committed to being a fair workplace in line with the Rainbow Tick principles?			
c) Does your organisation publicly sponsor or support any Rainbow community events or organisations? (e.g. pro bono work for a Rainbow NGO, a banner and stand at a Rainbow festival)			
d) Do Board members or senior staff routinely attend any such events?			
e) Does the organisation use imagery that reflects Rainbow communities?			
f) Does the organisation advertise in Rainbow media? (e.g. for recruitment purposes, or to market products)			
4. Organisational Development	**NA**	**PA**	**FA**
a) Is Rainbow Diversity & Inclusion training offered as a separate and specific training?			
b) Is Rainbow Diversity and Inclusion training routinely included in orientation or induction training?			
c) Is Rainbow Diversity & Inclusion training routinely included in training for leadership development?			
d) Is attendance and completion of Rainbow Diversity & Inclusion training monitored?			
e) Is training offered so as to capture all levels and aspects of the organisation?			
f) Is training evaluated, not only in terms of attendance, participant satisfaction but also in terms of demonstrated impact in the work-place?			
5. Monitoring	**NA**	**PA**	**FA**
a) Does your organisation regularly carry out internal surveys that measure employee perceptions of safety, dignity and inclusiveness at work?			
b) Are staff and/or customers given the opportunity of voluntarily recording their sexuality or gender identity as an optional data point in surveys or other forms of data-collection?			
c) Does HR track self-identified Rainbow staff to see if their career is progressing in line with their peers?		Not Applicable	
d) Is the topic of Rainbow Diversity & Inclusion routinely raised in exit interviews to help determine factors affecting staff retention?			
e) Are incidents of harassment or discrimination against Rainbow community staff and/or customers monitored and causes addressed? (e.g. bullying, inappropriate comments or jokes)			
f) Are all relevant measures and indicators (for example, cross-team ratings of safety, dignity and inclusiveness) reported to senior management?			