



## CASE STUDY

### Diversity Review

#### PROFILE

New Zealand government department - 1400+ FTE

#### INDUSTRY

Public sector, with a predominantly tertiary educated workforce, and offices in New Zealand and abroad.

#### CONTEXT

With a focus on the public sector representing the increasing diversity of the New Zealand population, our client understood the importance of having a workforce which is representative of the wider New Zealand talent pool and a culture which is truly able to leverage the diversity of thought available in the workforce and wider customer base.

While the organisation had already begun to review a number of its policies in regard to D&I, the Executive recognised that broader representation of New Zealand's diversity was clearly linked to their core business purpose. They further understood that diversity of thought would enhance their ability to develop and provide effective and innovative services to their customers.

#### KEY BUSINESS REQUIREMENTS

Our client was keen to understand the perceptions of the current workforce on diversity and inclusion, to enable them to establish clear priorities for improvement going forward.

They also wanted quantitative and qualitative data to feed into the development of a D&I Strategy, with clear defined measures and outcomes.

#### OUR OFFERING

We conducted an organisation-wide D&I Review, which included a desktop review, review of demographic data, the deployment of an on-line D&I survey, 1 on 1 interviews and the development of focus groups in New Zealand and off-shore.

#### OUTCOME

The findings from the review were collated in an Executive D&I Report, which was presented back to the Executive team for sign off.

This report led to the development of a comprehensive D&I strategy, with key objectives and measurables which were signed off by the D&I Governance group.

