

THE DIVERSITY [A]GENDER

THE CASE FOR CHANGE

Your business will perform better when you hire more people that think differently to you. Engineering and architecture are facing the challenge of new technological and digital innovations. We need to take action to keep up. We need a more diverse workforce in our industries to better reflect our client base. And we need to start now.

Maybe you think this doesn't apply to you. You've ticked the diversity box. You're hiring a diverse workforce. But is your workplace inclusive? Do your people feel as though they belong? The numbers of women leaving our professions – and missing from the higher levels – suggest it might be time to take another look.

There's a broader conversation happening in our society right now about the role of women in industries like ours. But we think the questions have already been answered, the evidence is compelling and it's time for action. Without diversity of thought and a workforce that's representative of our society, we won't keep up with change and innovation, let alone get ahead.

Craig Price
President, Engineering New Zealand

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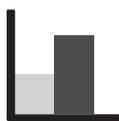
Teena Hale Pennington
CE, NZIA

NOT CONVINCED? TAKE A LOOK AT THE FACTS.

We know that companies with a gender diverse workforce see better commercial results

Companies in the top quartile of gender diversity are

15%



more likely to **financially outperform** their industry.¹

Companies with female board members are

26%



more profitable than companies with all-male boards.¹

CEOs who've led diversity and inclusion strategies say they're **better at attracting talent**, their business **performance has been enhanced**, they're **better at innovating** and have **enhanced customer satisfaction**.¹

BUT

Women are significantly under-represented at senior levels in our professions

9%

of technical leaders²

8%

of engineering firms' senior management teams²

17%

of engineering firms' board members²

3%

of IPENZ Fellows²

13%

of principal architects in small-medium firms³

22%

of registered architects (compared with 45% of NZIA graduates)³

14%

of NZIA Fellows and Distinguished Fellows⁴

Women earn less than men

19%

The median gender pay gap for engineers working full time⁵

\$13,000

The median gender pay gap for principals/directors in architecture firms³

Growing a more diverse workforce in our professions means we all see better results.
It's time to change.

OUR SOLUTION

Today's graduating classes are far more diverse than the architectural and engineering professions. We need to take collective action to make our workforces resilient to the challenges of our changing world. Sign up to the Diversity [A]gender and commit to our goal: #20for2021.

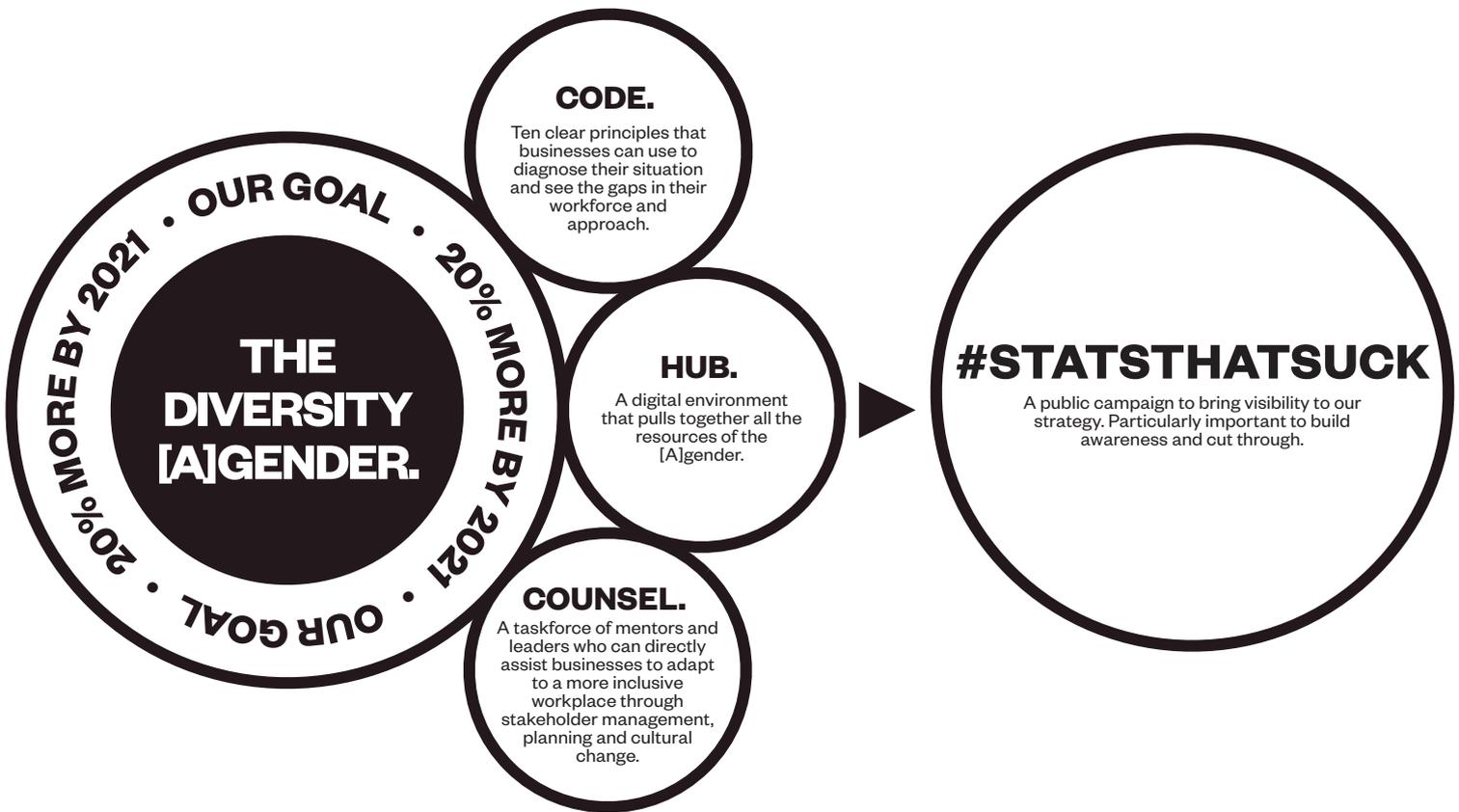


Join the New Zealand Institute of Architects (NZIA), Engineering New Zealand and ACENZ in challenging the status quo, through the Diversity [A]gender.

It's an industry-wide call to action in engineering and architecture, addressing critical issues like retaining and promoting women to leadership roles, pay equity and changing the working culture for everyone's benefit. It signifies a commitment for our industries to be more inspiring and accessible to everyone.

The backbone of the [A]gender is a clear industry target – 20 percent more women in engineering and architecture roles by 2021 – which gives organisations something to commit and measure up to. By working together to give practical advice and thought leadership, we'll use the [A]gender to give industry the reason, the drive and the tools to evolve both our collective talent pool and our culture.

Whatever your starting point, now's the time to act.



JOIN US

Maybe your business is already a diversity leader, doing great work to make your workplace more inclusive. Maybe you want to make a change but don't know where to start. Maybe this is the first time you've considered diversity issues.



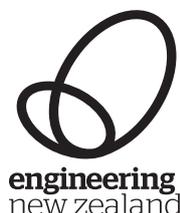
Become a Diversity [A]gender changemaker



Commit to the goal: 20for2021



Back our campaign



New Zealand Institute of Architects Incorporated

