Diversity Team Member

Position Description

# Background

Engineers Without Borders New Zealand (EWBNZ) is a member based not for profit organisation with a vision for a world where everyone has access to the engineering knowledge and resources required to lead a life of opportunity, free from poverty.  EWBNZ members are professionals and students who share a vision to confront global challenges of poverty, sustainable development, and social inequity.  EWBNZ works to make a difference for communities within New Zealand and in the South Pacific, and partners with other EWBs internationally to achieve global impact.  EWBNZ undertakes programmes that improve the quality of life in communities within New Zealand and in the South Pacific region and provides educational and development opportunities for members and communities to become more socially aware, engaged, and empowered to effect positive change.

# Diversity and EWBNZ

EWBNZ is in a unique position. As a non-profit entity whose purpose is to advance the engineering profession, it is our responsibility to make sure we are leading positive change where we are able.

Both the EWBNZ membership and leadership team have a gender ratio that is vastly different to that of the broader industry. By determining the underlying reasons for this and then capitalising on that, there is an opportunity to make a positive change to the industry. While EWBNZ has made a great start in the area of gender inclusion for women, we are keen to ensure all minority and vulnerable groups have the opportunity for a place and voice in the organisation.

Leading change can involve advocacy, but this advocacy is so much more powerful when it is combined with a demonstrated commitment to the principles underlying that change.

EWBNZ is committed to leading by example and is seeking to ensure it is undertaking best practice as an employer and as a lead in the industry, with the aim of being the best performing (in terms of diversity) organisation in the engineering industry by the end of 2021.

# Scope of Role

This role will entail being a part of a team with the objective of:

1. Undertaking critical research to determine the best evidence-based practice to ensure positive change to the identity diversity within the engineering industry
2. Forming recommendations for EWBNZ to make sure its programmes are able to lead these changes
3. Forming recommendations to ensure EWBNZ’s employment practices support these changes

# Commitment and Responsibilities Expectation

It is expected there will be approximately 2 hours per month required to meet, and an additional four to undertake tasks.

You will be supported directly by the Team Lead.

# Responsibilities of EWBNZ

EWBNZ aims to ensure that all volunteers feel fulfilled, valued and supported. At a minimum EWBNZ will commit to:

* Provide opportunities for the volunteer to complete the relevant training required.
* Keep the volunteer up-to-date with EWBNZ legislation and processes.
* Provide mentoring support to the volunteer as required.
* Provide adequate notification to the volunteer of meetings and/or trainings they are expected to attend.
* Work with the volunteer to ensure workloads are manageable and yet engaging
* Prevent any discrimination on the basis of race, gender, disability, sexual orientation, marital status, age or religion.

# Diversity Team Member’s Knowledge, Skills, and Attributes

The Team Lead will be passionate about the areas of diversity, and building EWBNZ as an organisation. They will have a deep appreciation for EWBNZ’s values of community, sustainability, respect, learning and quality, and they will understand how to create an inclusive work environment, that promotes mutual trust and respect.

## Knowledge and Experience

## Skills

* Communication, written and oral

## Attributes

* Understanding of and commitment to EWBNZ’s mission, vision, values, and development philosophy
* Passionate about humanitarian engineering, community development, poverty alleviation, and social equity

# Applications

### To discuss further please contact Dane at dane.hart@ewb.org.nz