



 **GLOBAL WOMEN**

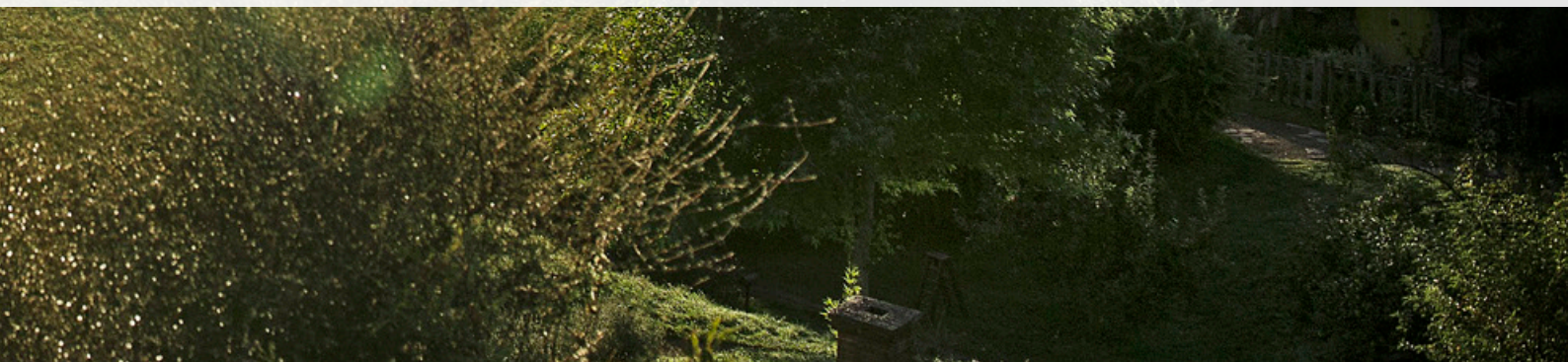
Partnering for a diverse
& inclusive New Zealand

Haere mai Welcome



Global Women is an organisation committed to inspiring, encouraging and driving increased diversity and inclusion in New Zealand's workplaces. This positive impact will create enhanced social and economic prosperity for all New Zealanders.

Together with our members and our partners, we are working towards building a country that every New Zealander feels proud to be a part of. Be part of this journey.





"New Zealand is one of the most diverse countries in the world and if we can access the opportunities that presents, we can add enormous social and economic value to New Zealand as well as set a new benchmark globally."

—VANESSA STODDART, CHAIR GLOBAL WOMEN



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New Zealand has come a long way as a country,
often leading the way for others.

1840

12 Women
signed the
Treaty of
Waitangi



1919

Women are
allowed to stand
for Parliament



1949

First female
Maori MP



1985

Ratification of
Convention on
the Elimination
of All Forms of
Discrimination
against Women



1893

Women get
the vote



1933

First female
MP



1972

Equal Pay Act



1986

Homosexual Law
Reform passed

Image credits from left to right

1. <http://www.treaty2u.govt.nz/the-treaty-up-Close/treaty-trail/index.htm> / Oil on canvas by Gottfried Lindauer, Auckland Art Gallery Toi o Tāmaki, gift of Mr H E Partridge 1915

7 & 12. Image photographer Jinki Cambronero and Double Denim 8. A march in support of the Homosexual Law Reform Bill 1986 Photo: David Hindley

1993

The Human Rights Commission Amendment Act, outlawing discrimination on the grounds of sexual orientation is passed

1995

World's first transsexual mayor elected

1997

First female Prime Minister

2009

Global Women formed

2015

Champions for Change convened by Global Women



1993

World's first openly gay MP and transgender mayor

1996

Census recognises same sex couples

2005

Establishment of civil unions for same sex couples

2013

Same-sex marriage legalised

Be part of helping keep up the momentum and let's make New Zealand the best country in which to live, work and play.

New Zealand is a great place to live, work and play

New Zealand is already recognised globally as an amazing place to live, work and play and we are well positioned to benefit from our diverse population to once again lead the way in achieving an inclusive engaged society.



Least corrupt country in the world¹



Easiest place to start a business and to do business²



Auckland is the third most liveable city in the world³ with Wellington ranked 12th.



9th best country to be a women⁵



8th happiest country⁶



7th in the OECD Better Life Index

We are perfectly placed to lead on the world stage. With 25% of us born overseas and having 213 ethnicities represented, New Zealand is uniquely positioned to have a world leading society and economy.

Sources

1. Transparency International's Corruption Perception Index 2. World Bank 3. Mercer 4. International Organisation for Migration 5. www.stuff.co.nz/national/75224095/New-Zealand-ranked-as-the-worlds-9th-best-country-in-global-UN-report 6. www.newshub.co.nz/home/world/2017/03/norway-the-world-s-happiest-people-nz-at-8th.html

However, we could be doing better at diversity and inclusion



"For the Treasury, we don't have a choice of whether we want greater diversity of thought, or whether our approach to new ideas should be inclusive. If we are not, the world will change around us and we'll become less influential. That's not a world-leading economics and finance ministry. Mediocrity isn't what I aspire to.

— GABRIEL MAKHLOUF, SECRETARY TO THE TREASURY, CHAMPION FOR CHANGE

"It would be great if we were no longer having to have these conversations quite frankly. In 1980 if you said we'd still be talking about these things now, I don't think I would have believed you, but we are."

— MICHELE EMBLING, PWC PARTNER AND CHAIR OF PWC NEW ZEALAND BOARD



"New Zealand was the first country to give women the vote, and we've led the world in a lot of these things. Have we come off pace a bit? I think we have, and we've got a huge advantage in New Zealand from an ethno-diversity point of view."

— DAVID MCLEAN, CEO WESTPAC, CHAMPION FOR CHANGE



The opportunity

We know that increased diversity and inclusion is good for business, the economy and society as a whole.



Better understanding
of our clients



Employee attraction
and retention



Employee engagement



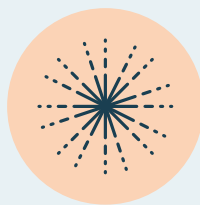
Diversity is a source
of creation and
innovation



Workplace diversity
fosters mutual respect
among employees



Diversity helps
us make smarter
decisions



Better business
outcomes by leveraging
the unique experiences
of people with diverse
backgrounds



Understanding
others allows us to
accept ourselves

The numbers speak for themselves

36%

higher RoI is generated by companies with strong female leadership.

Increasing women's participation in the workforce could add \$US10b to the New Zealand economy.

\$10 billion
USD

35%

Ethnically diverse companies are 35% more likely to outperform their industry.

Sources

1. Source: Lee, Linda Eling, et al. Women on Boards: Global Trends in Gender Diversity on Corporate Boards, MSCI, November 2015; <http://www.businesswire.com/news/home/20170307005817/en/State-Street-Global-Advisors-Calls-3500-Companies> 2. (PwC Women in Work Index 2017) 3. McKinsey, Why diversity matter, 2015 (<http://www.mckinsey.com/business-functions/organization/our-insights/why-diversity-matters>)

Our kaupapa

We encourage diversity in leadership in Aotearoa through promoting, encouraging and facilitating the development of New Zealand women.

Together we can make a difference.

Global Women is focused on four strategic areas:

Collaborative Learning

Creating opportunities to learn from each other and develop together

Activating and Mobilising People

Activating and mobilising people – utilising our influential and motivated network to make change happen

Leadership Development

Leadership development – creating the next generation of female leaders

Thought Leadership

Developing and delivering market leading research and content

Collaborative Learning

Champions for Change

A group of New Zealand CEO's and Chairs from across the public and private sector who are committed to raising the value of diversity and inclusiveness throughout the wider business community

D&I MeetUps

Networking, sharing and learning opportunities and for Global Women partners who are working to strengthen their diversity and inclusion strategies and ways of working

Activating and Mobilising People

Utilising our member and partner networks

- Mentoring and sponsoring
- Raising the profile and visibility of diversity

- and inclusion initiatives and opportunities
- Influencing decision makers

Leadership Development

Activate Leaders Programme

A programme designed to lift women from middle management to the next phase of their career—driving a mind-set shift, inspiring their career trajectory and helping women move from emerging to game-changing leader

Breakthrough Leaders programme

A programme designed to equip women leaders with a growth mindset, open capability and strategic intent to engage with the biggest challenges and opportunities around our economic and social prosperity

Thought Leadership

Research

Our research identifies key hurdles and challenges that women and other under-represented groups face in the workplace, better enabling New Zealand companies to break down these barriers.

Resources

Global Women is a recognised thought leader on diversity topics, particularly related to gender. Our fact sheets, interviews and articles offer the latest need-to-know facts, figures and insights.

Global Women is a not for profit organisation with a core of passionate, motivated, and influential women at its heart.

Our Board



Vanessa Stoddart
Chair



Jo Avenell



Annabel Cotton



Joanna Doolan



Felicity Evans



Cilla Hegarty



Ranjna Patel



Susan Peterson



Tania Simpson



Anna Stove

We are supported by a strong network of committed members and partners who enable us to make a difference.

Our Partners

Our partner network of well-known New Zealand organisations currently represents approximately 100,000 direct employees or 4% of the New Zealand workforce.

Once you factor in customers, suppliers, investors, families and friends, the power to reach and influence New Zealand business and drive change is extended even further.



Our Members

Global Women members are dedicated to promoting increased diversity and inclusion. Our 260 members actively give of their time to develop and assure leadership opportunities for qualified women among their membership. They also mentor, shape and promote emerging leaders. Sitting collectively on over 500 boards, they are well positioned to do this, particularly at leadership level.



**Ki te kotahi te kakaho ka whati,
ki te kāpuia e kore e whati.**

**Alone we can be broken.
Standing together, we are invincible.**



Principal partner investment — \$100,000pa

What are the benefits to your organisation?

- Clearly position your organisation as a business that wants to see New Zealand flourish and grow for all the right reasons
- Lead on diversity and inclusion initiatives and be recognised as a thought leader
- Be a powerful voice advocating for diversity and inclusion through your CEO and Chair being Champions within the Champions for Change initiative
- Utilise Global Women networks to highlight and showcase your diversity and inclusion achievements
- Grow your organisation's networks
- Access to our member network for speaking engagements or mentoring
- Be known as an employer who is focused on a better future for all employees
- Access to best practice, trends and opportunities to collaborate
- Opportunity to host events
- 4 x complimentary places on the Global Women Activate Leaders Programme series
- 5 x complimentary tickets to the Global Women Breakthrough Leaders celebration dinner
- 6 x complimentary regular D&I MeetUp sessions
- Complimentary tickets to bespoke and carefully curated events on relevant topics
- Ability to design and/or participate in partner specific initiatives developed from time to time
- Brand recognition as a principal partner in all marketing materials, at speaking events, in social media engagements and at appropriate opportunities with other media channels

Join our current principal partners



Major partner investment — \$45,000pa

What are the benefits to your organisation?

- Clearly position your organisation as a business that wants to see New Zealand flourish and grow for all the right reasons
- Lead on diversity and inclusion initiatives and be recognised as a thought leader
- Be a powerful voice advocating for diversity and inclusion through your CEO and Chair being Champions within the Champions for Change initiative
- Utilise Global Women networks to highlight and showcase your diversity and inclusion achievements
- Grow your organisation's networks
- Access to our member network for speaking engagements or mentoring
- Be known as an employer who is focused on a better future for all employees
- Access to best practice, trends and opportunities to collaborate
- Opportunity to host events
- 2 x complimentary places on the Global Women Activate Leaders Programme series (equivalent to \$11,000)
- 2 x complimentary tickets to the Global Women Breakthrough Leaders celebration dinner
- 4 x complimentary tickets to our regular D&I MeetUp sessions
- Complimentary tickets to bespoke and carefully curated events on relevant topics
- Participation in partner specific initiatives developed from time to time
- Brand recognition as a major partner in all marketing materials, at speaking events, in social media engagements and at appropriate opportunities with other media channels

Join our current major partners





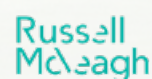


Support partner investment — \$18,500pa

What are the benefits to your organisation?

- Be a strong voice advocating for diversity and inclusion through your CEO being a Champion within the Champions for Change initiative
- Ability to participate in diversity and inclusion initiatives and be recognised as a change agent
- Utilise Global Women networks to highlight your diversity and inclusion achievements
- Access to best practice, trends and opportunities to collaborate

Join our current support partners



Associate partner investment — \$12,500pa

Designed for industry associations and small to medium sized businesses who wish to impact change in Aotearoa and have access to Global Women's network but who are not able to commit to the reporting and other requirements of the Champions for Change initiative.

What are the benefits to your organisation?

- Ability to participate in diversity and inclusion initiatives and be recognised as a change agent
- Access to best practice, trends and opportunities to collaborate
- Utilise Global Women networks to highlight your diversity and inclusion achievements
- Actively build your female talent pipeline through one complimentary place on Global Women's Activate Leaders Programme

Tēnā koutou Thank you.



Waiho i te toipoto, kaua i te toiroa

Let us keep close together, not far apart

By joining forces and setting our sights on a better New Zealand, we can make Aotearoa the best country in which to live, work and play.

Tēnākoutou, thank you for your participation in creating a richer New Zealand, a prosperous nation underpinned by diverse leadership.

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