



Our vision and kaupapa

A prosperous and equitable Aotearoa New Zealand

"As Champions for Change, we are committed to achieving excellence in four drivers of inclusive and diverse workplaces. These are the foundations for our individual action, and collective group impact."

WHAT DOES IT MEAN TO BE A CHAMPION?

Champions for Change is a group of leading CEOs and Chairs, each with a personal mission to accelerate inclusive and diverse leadership in our workplaces.

Each Champion advocates for greater inclusion and diversity within their own organisation, within their sectors and within the wider public arena where appropriate. In other words, Champions make driving inclusion and diversity core to their leadership.

WHAT DOES SUCCESS LOOK LIKE?

Members of Champions for Change are leading transformational change, enabling their organisations and wider society to prosper by leveraging the power of diversity and inclusive leadership.

"Tawhiti rawa I tō haerenga atu te kore haere tonu"
Tā Hēmi Henare (Ngāpuhi)

"We have come too far not to go further, we have done too much not to do more"



Kaupapa. The foundations for our actions.

Focus Areas

Increase Māori and ethnic diversity

Develop our bicultural competence as leaders and decrease the Māori and ethnic power gap in our organisations.

EXECUTIVE SPONSORS

- Jo Avenell, CEO Russell McVeagh
- David Walsh, CEO NZ Post
- JB Rousselot, CEO Chorus

Increase gender diversity

Accelerate gender diversity and narrow the gender pay gap, ensuring these are seen as important measures of success for our organisations.

EXECUTIVE SPONSORS

- Antonia Watson, CEO ANZ
- Matthew Prichard, Executive Chairman KPMG

Lead inclusive cultures

Become inclusive leaders who increase diversity and enable all of our people thrive.

EXECUTIVE SPONSORS

- Jolie Hodson, CEO Spark
- Mark Averill, CEO PwC

Influencing the outside world

Take a systemic approach to change by leading initiatives beyond our organisations that will ultimately increase diversity within our organisations.

EXECUTIVE SPONSORS

- Alison Andrew, CEO Transpower
- Marc England, CEO Genesis Energy

GOVERNANCE GROUP

Matthew Prichard, Chair KPMG (Co-Chair)

Justine Smyth, Chair Spark (Co-Chair)

Theresa Gattung, Chair Global Women (Vice Chair)

Antonia Watson, CEO ANZ

Jo Avenell, CEO Russell McVeagh

Neeraj Lala, CEO Toyota

Mark Averill CEO PwC

Shane Taurima, CEO Whakaata Māori

Agnes Naera, CEO Global Women