



## Our DE&I Priority Areas

### 1. Inclusive Culture

Creating a workplace where all people feel safe, respected, and valued.

### 2. Leadership representation

Creating fair opportunities for career development and progression so that our leadership reflects the diversity of talent and perspectives within the communities we serve.

### 3. Equitable people processes & systems

Designing systems that meet the diverse needs of our kaimahi and remove barriers to opportunity.

# DE&I Statement

At TātakiAucklandUnlimited, we enrich the cultural life and vibrancy of Tāmaki Makaurau by reflecting and celebrating the people and communities we serve.

We believe that our differences make us stronger, more creative, and better at what we do. By championing diversity, equity and inclusion, we foster a culture where everyone is respected, supported, and able to thrive.

This is more than a belief. It's a commitment to act, to listen, and to keep making progress, together.

## Our staged approach:

### Stage One - Build the conditions

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Building DE&I capability across all levels of leadership

Aligning policies and leveraging practices within the Auckland Council group

Improving employee data collection to inform insights and track progress

Supporting staff networks for community and connection

Creating and refining clear pathways for feedback

### Stage Two - Reflect and broaden the reach

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Supporting rōpū (business units) to develop tailored DE&I plans

Reviewing and refining actions based on feedback and data

### Stage Three - Integrate across Tātaki

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Clarifying roles and responsibilities for organisation-wide accountability

Continuing to learn, adapt, and improve

Sustaining actions from divisional DE&I plans

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# How this work aligns with our values

Our DE&I strategy is a living expression of our organisational values:



**Kia Wana: Through passion we inspire.**

DE&I brings energy, authenticity, and creativity to our mahi.

**Kia Mārama: Through understanding we grow.**

We stay curious, embrace diverse perspectives, and keep learning.

**Kia Māia: Through bravery we advance.**

Tackling inequities and having courageous conversations is central to this work.

**Kia Tapatahi: Through unity we deliver.**

We move as one, listen deeply, and create belonging.

