

# ANNUAL REPORT 2018

New Zealand Trade and Enterprise – 2018 Cultural Celebration Award joint winner



**DIVERSITY  
WORKS<sup>NZ</sup>**



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*New Zealand is now home to people representing more than 200 ethnicities, 22 per cent of our working population is aged over 55 and 25 per cent of people self-identify as living with a disability.*



This means that businesses are already serving diverse customers and employing diverse teams.

International research suggests organisations can turn diverse inputs into innovation and growth. Stock exchanges and investors around the world are driving for diversity in corporate leadership as they know it improves financial outcomes. Through our annual awards, we see this in action. Entries showcase organisations who are successfully translating diversity among their staff into improved employee engagement, improved health and safety, improved customer satisfaction and improved financial performance.

The Supreme winner of the 2017 Diversity Awards NZ™ was Real Journeys, an organisation based in Queenstown, building their future sustainability through an innovative programme connecting their wisdom workers with their new trainees. This is just one of the many ways that businesses are benefitting from the changing workforce.

During this year we have seen some changes in our leadership. We were joined by new Trustees John Christie, Director of Enterprise Dunedin; Ranjna Patel, Director of Nirvana Health Group; and Adrienne Miller, previously GM of Corporate Services at Watercare Services Limited. I would also like to thank Kylie Mooney, Chief Operations Officer at Meredith Connell, for her valuable service as a Trustee over the past three years.

I would like to acknowledge and thank Bev Cassidy-Mackenzie for six years of service as our Chief Executive. Her work promoting diversity and inclusion to regional areas of New Zealand was significant, as was her leadership of our name change in 2016 to better reflect the scope of our work. We wish Bev well as she continues to work promoting diversity. In April 2018, we welcomed our new Chief Executive Rachel Hopkins.

In my work, I have the opportunity to work with businesses all around the country. Everywhere I go, I can see the positive benefits that being an inclusive employer brings. Diversity Works New Zealand helps our members do diversity and inclusion well and do well because of it. ➤





**W***e introduced the workplace benefits of diversity and inclusion to a much wider audience in the 2017-2018 financial year.*



Our increased event activity allowed us to engage face-to-face with more than 3,000 people around the country, 25 per cent more than in 2016-2017. Our membership numbers remained stable through the year and this increase in reach is, I believe, due to the work of a small but very dedicated team and a strong Board of Trustees.

We also experienced a greatly increased uptake of our Diversity and Inclusion Stocktake. This means during the 2018-19 year we will be able to add benchmark information based on New Zealand data, enhancing the value of this tool.

I am pleased to report that in time for the new financial year, we secured a multi-year funding arrangement with The Ministry of Business, Innovation and Employment. However, employer contributions still make up two thirds of our income. We deliver the scope of work we do because of membership donations, fees for our services and, importantly, the support from our Alliance Partners.

The two most frequent questions that we get asked by members are:

1. Where do we start with diversity? Our philosophy is that wherever you start, that's the right place. This year, many members started with understanding more about unconscious bias and its impact. A diversity and inclusion plan is another popular topic of interest. We share our recommended pathway for developing a strategy and work with members while they gather data, develop insights and look at our recommendations.

2. What does good look like in inclusive workplaces? We celebrated our 20th Diversity Awards NZ™ in 2017 with 53 entrants and 555 people at the Gala Dinner. These awards provide a platform for organisations to share their initiatives, progress and learnings, and we see entrant initiatives adopted in organisations around the country.

I was honoured to join as the new steward of Diversity Works New Zealand in the final quarter of the year. I am pleased to report to you on a successful 2017-2018 year and I am energised by the opportunities ahead. ▶●

*Rachel*

## STATEMENT OF FINANCIAL PERFORMANCE

for the year ended 30 June 2018

	Note	2018	2017
<b>REVENUE</b>		<b>\$</b>	<b>\$</b>
Donations, fundraising and other similar revenue	1	795,383	683,207
Revenue from providing services	1	522,762	377,920
Interest, dividends and other investment revenue	1	7,635	5,701
<b>Total revenue</b>		<b>1,325,780</b>	<b>1,066,828</b>
<b>EXPENSES</b>		<b>\$</b>	<b>\$</b>
Expenses related to public fundraising	2	60,027	69,981
Volunteer and employee related costs	2	534,923	525,840
Costs related to providing services	2	501,799	563,654
Other expenses	2	23,961	22,513
<b>Total expenses</b>		<b>1,120,710</b>	<b>1,181,988</b>
<b>Surplus / (Deficit) for the year</b>		<b>205,070</b>	<b>(115,160)</b>

The attached Notes form an integral part of these special purpose financial statements.

## STATEMENT OF FINANCIAL POSITION

as at 30 June 2018

	Note	2018	2017
<b>ASSETS</b>		<b>\$</b>	<b>\$</b>
<b>CURRENT ASSETS</b>			
Bank accounts and cash	3	375,218	431,843
Debtors and prepayments	3	506,000	265,046
Investments	3	93,276	91,316
<b>Total current assets</b>		<b>974,494</b>	<b>788,205</b>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	5	38,713	40,367
<b>Total non-current assets</b>		<b>38,713</b>	<b>40,367</b>
<b>Total assets</b>		<b>1,013,207</b>	<b>828,572</b>
<b>LIABILITIES</b>		<b>\$</b>	<b>\$</b>
<b>CURRENT LIABILITIES</b>			
Creditors and accrued expenses	4	85,468	81,489
Employee costs payable	4	33,505	42,249
Other current liabilities	4	191,027	206,697
<b>Total current liabilities</b>		<b>310,000</b>	<b>330,435</b>
<b>Total assets less total liabilities (net assets)</b>		<b>703,207</b>	<b>498,137</b>
<b>ACCUMULATED FUNDS</b>			
Accumulated surpluses	6	703,207	498,137
<b>Total accumulated funds</b>		<b>703,207</b>	<b>498,137</b>

For and on behalf of the trustees:



**Michael Barnett**  
Chair



**Chris Litchfield**  
Trustee

21 September 2018

The attached Notes form an integral part of these special purpose financial statements.

## STATEMENT OF CASH FLOWS

for the year ended 30 June 2018

	Note	2018	2017
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		\$	\$
<b>Cash was received from:</b>			
Donations, fundraising and other similar receipts		647,713	550,233
Receipts from providing services		413,808	396,161
Interest, dividends and other investment receipts		7,635	5,211
Net GST		1,396	14,674
<b>Cash was applied to:</b>			
Payments to suppliers		508,728	510,623
Fundraising		60,027	69,981
Employee related		543,667	535,557
<b>Net cash flows from/(used in) operating activities</b>		<b>(41,870)</b>	<b>(149,882)</b>
<b>CASH FLOWS FROM INVESTING &amp; FINANCING ACTIVITIES</b>		\$	\$
<b>Cash was received from:</b>			
Receipts from the sale of property, plant and equipment		1,108	100
Realisation of term deposits		91,316	340,000
<b>Cash was applied to:</b>			
Payments to acquire property, plant and equipment		13,903	1,480
Investment in term deposits		93,276	91,316
<b>Net cash flows from/(used in) investing &amp; financing activities</b>		<b>(14,755)</b>	<b>247,304</b>
<b>NET INCREASE IN CASH</b>		<b>(56,625)</b>	<b>97,422</b>
Opening bank accounts and cash		431,843	334,421
<b>Closing bank accounts and cash</b>		<b>375,218</b>	<b>431,843</b>
<b>This is represented by:</b>			
<b>Bank accounts &amp; cash</b>	<b>3</b>	<b>375,218</b>	<b>431,843</b>

The attached Notes form an integral part of these special purpose financial statements.



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## STATEMENT OF ACCOUNTING POLICIES

*for the year ended 30 June 2018*

### *Reporting entity*

Equal Employment Opportunities Trust is a Charitable Trust established under the Charitable Trusts Act 1957 and governed by the trust deed dated 24 March 1992. It was registered as a charitable entity under the Charities Act 2005 on 8 April 2008.

### *Basis of preparation*

Equal Employment Opportunities Trust has elected to apply PBE SFR-A (NFP) Public Benefit Entity Simple Format Reporting - Accrual (Not for profit) on the basis that it does not have public accountability and has total annual expenses of equal to or less than \$2,000,000. All transactions in the Performance Report are reported using the accrual basis of accounting. The Performance Report is prepared under the assumption that the entity will continue to operate in the foreseeable future. The figures in the performance report are rounded to the nearest dollar.

## SPECIFIC ACCOUNTING POLICIES

### *Valuation of property, plant and equipment*

Fixed Assets are recorded at cost, less accumulated depreciation.

### *Depreciation*

Depreciation is charged to the Statement of Financial Performance at the same rate as is allowed by the Income Tax Act 2007 over the estimated useful lives of each part of an item of property, plant and equipment. The method and rates applied are as follows:

#### **Asset class**

Buildings	8%	straight line
Furniture & Fittings	6–8%	diminishing value
Computer Equipment	14.4–67%	diminishing value

### *Leased assets*

Leases under which the Trust assumes substantially all the risks and rewards incidental to ownership have been classified as finance leases and are capitalised.

The asset and corresponding liability are recorded at the inception of the lease at the fair value of the leased asset, at amounts equivalent to the discounted present value of the minimum lease payments including residual values. Finance charges are apportioned over the terms of the respective leases using the actuarial method. Capitalised lease assets are depreciated over their expected lives in accordance with rates established for other similar assets.

Operating lease payments are representative of the pattern of benefits derived from the leased assets and accordingly are charged to the Statement of Financial Performance in the periods in which they are incurred.

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## STATEMENT OF ACCOUNTING POLICIES

*continued*

### *Goods and Services Tax (GST)*

The Trust is registered for GST. All revenue and expense transactions are recorded net of GST.

Where applicable, all assets and liabilities have been stated net of GST with the exception of receivables and payables which are stated inclusive of GST.

### *Income Tax*

Equal Employment Opportunities Trust is a registered charitable entity under the Charities Act 2005, and accordingly is exempt from income tax under sections CW41 and CW42 of the Income Tax Act 2007.

### *Bank accounts & cash*

Bank accounts and cash include cash on hand, bank balances, deposits held at call with banks and other short term highly liquid investments with original maturities of 90 days or less.

### *Revenue from sale of services*

Revenue is recorded based on the stage of completion of the service at balance date.

Grants and donations are recorded as revenue as received unless there is an explicit “use or return” condition attaching to the grant, in which case the amounts relating to unspent grants is recognised as a liability and released to income as the grant is spent.

Event and training income, including sponsorship of those events is recognised when the event or training takes place.

### *Employee entitlements*

Employee entitlements to salaries and wages, annual leave and other benefits are recognised when they accrue to employees.

### *Changes in accounting policies*

There have been no changes in accounting policies. All policies have been applied on bases consistent with those used throughout the period.

## NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2018

<b>Note 1: ANALYSIS OF REVENUE</b>		<b>2018</b>	<b>2017</b>
<b>Revenue Item</b>	<b>Analysis</b>	<b>\$</b>	<b>\$</b>
Donations, fundraising and other similar revenue	Government matching & funds	396,000	396,000
	Donations received	399,383	287,207
	<b>Total</b>	<b>795,383</b>	<b>683,207</b>
Revenue from providing services	Diversity Awards ticket sales and sponsorship	199,350	195,870
	Diversity Summit bookings and sponsorship	-	47,390
	Events, training and sponsorship	84,650	78,908
	Consulting services	238,762	55,752
	<b>Total</b>	<b>522,762</b>	<b>377,920</b>
Interest, dividends and other investment income			
	Interest on cash deposits	7,635	5,701

<b>Note 2: ANALYSIS OF EXPENSES</b>		<b>\$</b>	<b>\$</b>
<b>Expense Item</b>	<b>Analysis</b>		
Expenses related to public fundraising	Communication & marketing	59,809	68,921
	Information services	218	1,060
	<b>Total</b>	<b>60,027</b>	<b>69,981</b>
Volunteer and employee related costs	Salary & wages	534,923	525,840
	<b>Total</b>	<b>534,923</b>	<b>525,840</b>
Expenses related to providing services	Diversity Awards expenses	182,024	187,386
	Diversity Summit expenses	840	68,815
	Events and training expenses	36,290	38,878
	Consultancy services	76,203	19,231
	Administration and overhead costs	206,442	249,344
	<b>Total</b>	<b>501,799</b>	<b>563,654</b>
Other expenses	Depreciation	14,232	22,613
	Loss (gain) on disposal of assets	217	(100)
	Relocation Expenses	9,512	-
	<b>Total</b>	<b>23,961</b>	<b>22,513</b>

Fees of \$7,250 and \$3,000 were paid by the Trust to Crowe Horwath New Zealand Audit Partnership for the audit of the performance report and assistance with preparation of the performance report respectively for the year ended 30 June 2018 (2017: \$7,000 and \$3,000 respectively).

## NOTES TO THE FINANCIAL STATEMENTS

*continued*

<b>Note 3: ANALYSIS OF ASSETS</b>		<b>2018</b>	<b>2017</b>
<b>Asset Item</b>	<b>Analysis</b>	<b>\$</b>	<b>\$</b>
Bank accounts and cash	Bank account cheque	113,648	279,519
	Bank account savings	32,023	1,974
	Petty cash	350	350
	Term deposits	229,197	150,000
	<b>Total</b>	<b>375,218</b>	<b>431,843</b>
Debtors and prepayments	Accounts receivable	303,426	194,470
	Prepaid expenses	70,574	70,578
	Accrued income	132,000	-
	<b>Total</b>	<b>506,000</b>	<b>265,048</b>
Investments	Term deposits	<b>93,276</b>	<b>91,316</b>

<b>Note 4: ANALYSIS OF LIABILITIES</b>			
<b>Liabilities Item</b>	<b>Analysis</b>	<b>\$</b>	<b>\$</b>
Creditors and accrued expenses	Accounts payable	64,224	62,239
	Accrued expense	13,506	11,515
	GST payable	6,171	4,775
	Credit card	1,567	2,960
	<b>Total</b>	<b>85,468</b>	<b>81,489</b>
Employee costs payable	Annual leave accrual	15,000	24,507
	Salary & wage accrual	8,505	9,053
	PAYE and other taxes	10,000	8,689
	<b>Total</b>	<b>33,505</b>	<b>42,249</b>
Other current liabilities	Income in advance - events	191,027	206,697
	<b>Total</b>	<b>191,027</b>	<b>206,697</b>

#### Note 5: PROPERTY PLANT & EQUIPMENT

THIS YEAR	\$	\$	\$	\$	\$
Asset class	Opening carrying amount	Purchases	Sales/ (disposals)	Current year depreciation	Closing carrying amount
Buildings	360	6,175	-	2,812	3,723
Furniture and fixtures, and office equipment	24,360	3,061	(1,325)	1,903	24,193
Computers	15,647	4,667	-	9,517	10,797
<b>Total</b>	<b>40,367</b>	<b>13,903</b>	<b>(1,325)</b>	<b>14,232</b>	<b>38,713</b>

LAST YEAR	\$	\$	\$	\$	\$
Asset class	Opening carrying amount	Purchases	Sales/ (disposals)	Current year depreciation	Closing carrying amount
Buildings	4,020	-	-	3,660	360
Furniture and fixtures, and office equipment	25,959	1,480	-	3,079	24,360
Computers	31,521	-	-	15,874	15,647
<b>Total</b>	<b>61,500</b>	<b>1,480</b>	<b>-</b>	<b>22,613</b>	<b>40,367</b>

#### Significant donated assets recorded - source and date of valuation

None

#### Significant donated assets - not recorded

None

## NOTES TO THE FINANCIAL STATEMENTS

*continued*

### Note 6: CHANGES IN ACCUMULATED FUNDS

THIS YEAR Description	\$ Capital contributed by owners or members	\$ Accumulated surpluses or (deficits)	\$ Reserves	\$ Total
Opening balance	-	498,137	-	498,137
Surplus	-	205,070	-	205,070
<b>Closing balance</b>	<b>-</b>	<b>703,207</b>	<b>-</b>	<b>703,207</b>

LAST YEAR Description	\$ Capital contributed by owners or members	\$ Accumulated surpluses or (deficits)	\$ Reserves	\$ Total
Opening balance	-	613,297	-	613,297
Deficit	-	(115,160)	-	(115,160)
<b>Closing balance</b>	<b>-</b>	<b>498,137</b>	<b>-</b>	<b>498,137</b>

### Note 7: COMMITMENTS

Explanation and timing	\$ 2018	\$ 2017
Commitments to lease or rent of assets		
Less than 1 year	50,512	50,099
Greater than 1 year, less than 5 years	54,464	99,703
	<b>104,976</b>	<b>149,802</b>

The Trust had a commitment for the hireage of event facilities at 30 June 2018 of \$56,230 (2017: nil).

### NOTE 8: CONTINGENT LIABILITIES

At balance date there were no known contingent liabilities (2017: nil)

Note 9: RELATED PARTY TRANSACTIONS		2018	2017	2018	2017
Description of relationship with trustees	Description of transaction	Value of transactions \$	Value of transactions \$	Amounts outstanding \$	Amounts outstanding \$
Michael Barnett - Chief Executive of Auckland Chamber of Commerce	Rent paid to Chamber of Commerce	33,600	54,718	-	-
Michael Barnett - Chief Executive of Auckland Chamber of Commerce	Contracting services	45,630	39,000	-	3,250
<b>Total</b>		<b>79,230</b>	<b>93,718</b>	<b>-</b>	<b>3,250</b>

Sponsorship, donations and consultancy service revenue has been received by the Trust during the years ended 30 June 2018 and 30 June 2017 from organisations which have Officers that are also Trustees of the Trust.

#### Note 10: EVENTS AFTER BALANCE DATE

There were no events that have occurred after the balance date that would have a material impact on the Performance Report. (2017: nil)

## SUMMARY OF STATEMENT OF SERVICE PERFORMANCE

*for the year ended 30 June 2018*

Diversity Works New Zealand is the only national body specifically set up to promote, facilitate and showcase best practice workplace diversity and inclusion across all diversity dimensions. Since our establishment as a Charitable Trust in 1992, we have been continuously jointly supported by government and employer contributions. In the financial year 1 July 2017 to 30 June 2018, 398 organisations were donor members. These organisations came from all around New Zealand and represent the private, public and not for profit sectors. We engaged face-to-face with 3,083 people through public and customised education workshops, held in nine regional centres and our three major cities. We engaged with thousands more through our online channels. Our annual Diversity Awards NZ™ attracted 53 entries across nine categories and the gala dinner in August 2017 was attended by 555 people.

## TRUST MEMBERS AS AT 30 JUNE 2018

### FOUNDATION MEMBERS

- Air New Zealand Limited
- ANZ Bank New Zealand
- ASB Bank Limited
- BP New Zealand Ltd
- Business New Zealand
- Fisher & Paykel Appliances Limited
- Fletcher Building Limited
- Fonterra Co-operative Group Limited
- KiwiRail Group
- New Zealand Post Limited
- OJI Fibre Solutions (NZ) Ltd
- Progressive Enterprises Ltd
- Spark New Zealand Limited
- Westpac New Zealand

### MEMBERS

4Sight Consulting • AAPC Properties Pty Ltd • Access Ability • Accident Compensation Corporation • Acumen Republic • Adcorp New Zealand Ltd • AECOM NZ Ltd • Allegis Group New Zealand Limited • Allfields Customised Solutions Limited • Alpha Health Care NZ Limited • Alpha Recruitment Limited • Altris Ltd • ANCO Properties Development Limited • Anderson Lloyd Lawyers • Antarctica New Zealand • Ara Institute of Canterbury • Arbitrators' and Mediators' Institute of New Zealand • Artemis Executive Recruitment Limited • Arup New Zealand • Asaleo Care NZ Ltd • Asco Asphalt • Aspire2 Business | Workplace Communication • Asthma NZ • AsureQuality Ltd • Auckland Chamber of Commerce • Auckland Council • Auckland District Health Board • Auckland International Airport Ltd • Auckland Kindergarten Association • Auckland Tourism, Events and Economic Development (ATEED) • Auckland Transport (AT) • Auckland Women's Centre • Aurecon Australasia Pty Ltd • Aureum Limited • AUT University • Aviat Networks • Bay of Plenty District Health Board • Bay of Plenty Regional Council (BOPRC) • BCITO • BDO Taranaki Limited • Bell Gully • Beyond Performance • Blind Foundation • Bluebird Foods Ltd • Boffa Miskell Ltd • BP Oil New Zealand • Briscoes Group Limited • British American Tobacco (NZ) Ltd • Brookfields Lawyers • Bunnings (NZ) Ltd • Bupa Care Services NZ Ltd • Business New Zealand • Capital Training • Career Development Association of New Zealand • Careering Options Limited • Cavell Leitch • Central Hawkes Bay District Council • Changda International New Zealand Ltd • Chapman Tripp • Chartered Accountants Australia and New Zealand • Chep New Zealand • ChildFund New Zealand • Christchurch City Council • ChristchurchNZ • Chubb Insurance New Zealand Limited • City Care Limited • Civil Aviation Authority of NZ • Co. Of Women • Coca-Cola Amatil (NZ) Ltd • Codeblue • COMET Auckland • Commission for Financial Capability • Community Connections | Te Hāpori Āwhina Tāngata • Compass Group NZ Ltd • Connexis ITO • Conrad Properties Limited • Convergence Partners Ltd • Counties Manukau District Health Board • Counties Manukau Kindergarten Association (CMKA) • Coverstaff Recruitment Ltd • CPB Contractors Pty Ltd • Creative New Zealand • Crest Consultancy Ltd • Crombie Lockwood (NZ) Limited • Crowe Horwath • David Forman Ltd • DDB Group NZ • Deaf Aotearoa Holdings Limited • Deloitte • Dentsu Aegis Network NZ • Department of Conservation • Department of Corrections • Department of Internal Affairs • Dept of the Prime Minister & Cabinet • Diversity Council Australia Ltd • DLA Piper New Zealand • Downer New Zealand • Drake International • Dulux Group (New Zealand) Pty Ltd • Dunedin City Council • EAP Services Ltd • EAPworks • Earthquake Commission • Education Unlimited • Employers & Manufacturers Association (Northern) Inc • Employment Services Ltd • EmploySure • Engineering New Zealand • English Language Partners NZ Trust • Enterprise IT Ltd • Environment Canterbury • Environmental Protection Authority (EPA) • Equinox Limited • Ernslaw One Limited • Essential HR Limited • Experience Wellington • Far North REAP Society Inc • Farmers Mutual Group • FCB • Financial Markets Authority (FMA) • Fire and Emergency New Zealand • First Gas Limited • Fisher & Paykel Appliances Limited • Fisher & Paykel Healthcare Ltd • Fishpond Ltd • Fletcher Building Limited • Flexi Cards (Flexigroup) • FNZ Ltd • Fonterra Co-operative Group Limited NZ • Freestyla Construction & Recruitment Limited • Frog Recruitment Limited • Fundraising Institute of New Zealand (FINZ) • FutureScape • GBL Personnel Limited • Gentrack Limited • GHD Limited • Goodman Property Trust • Goodstore NZ • Government Communications Security Bureau • GrainCorp • Greenpeace New Zealand Inc • Hanyang Corporation • Harbour Sport • Harcourts Group Ltd • Harrison Grierson Consultants Limited • Hawkes Bay District Health Board • Heaney & Partners • Hell Revolution Limited • Hope-Cross Consulting Ltd • Horticulture New Zealand • Housing New Zealand Corporation • Hudson Global Resources (NZ) Limited • Human Resources Institute of NZ (HRINZ) • IAG Group • IBM New Zealand Ltd • Inland Revenue • Inside Executive Recruitment • Inspired Kindergartens • Intergen • Intergroup Limited • J & B Enterprises • Jackson Stone and Partners • Jacobs New Zealand Limited • Jenny Magee Ltd • Johnson & Johnson • JX Live • Kate Sheppard Place Women • Kensington Swan • Kerridge & Partners • Key Assets • Key Industries Ltd • Kiwibank Ltd • KiwiRail Group • KPMG • Lakes District Health Board • Land Information New Zealand • LawWorks • Life Links • Life Plus • Lincoln University • Magic Memories Limited • Manaaki



Whenua Landcare Research NZ Ltd • Māori Television Service • Marsh NZ LTD • MartinJenkins • Massey University • Masterton District Council • MB Century • McDonald's Restaurants (NZ) Ltd • Media Design School • Mental Health Foundation of New Zealand • Merck Sharp & Dohme (New Zealand) • Mercy Hospital • MercyAscot • Meredith Connell • Meridian Energy Ltd • MetService NZ Ltd • MidCentral District Health Board • Ministry for Culture and Heritage • Ministry for Primary Industries • Ministry for the Environment • Ministry for Women • Ministry of Defence • Ministry of Education • Ministry of Foreign Affairs and Trade • Ministry of Justice • Ministry of Māori Development - Te Puni Kōkiri • Ministry of Social Development • Ministry of Transport • Minter Ellison Rudd Watts • MOTAT • National Institute of Water & Atmospheric Research Ltd • National Personnel Ltd • Nelson City Council • Nelson Marlborough Institute of Technology • Netball New Zealand Inc • Network Personnel • New Plymouth District Council • New Zealand AIDS Foundation | Te Tūāpapa Mate Āraikore o Aotearoa • New Zealand Cricket • New Zealand Customs Service • New Zealand Defence Force • New Zealand Game Developers Association • New Zealand Oil & Gas • New Zealand Police • New Zealand Post Limited • New Zealand Racing Board • New Zealand Steel Ltd • New Zealand Tertiary College • New Zealand Tertiary Education Union • New Zealand Transport Agency (NZTA) • Newasian Logistics Ltd • Niche Recruitment Limited • Nielsen (NZ) Ltd • Ninja Kiwi Limited • Nirvana Health Group • Noel Leeming Group Limited • North Shore Takapuna Golf Limited • Northpower Ltd • NorthTec • NZ Council for Educational Research • NZ Public Service Association Inc • NZ Wool Beddings Ltd • NZME, Publishing Ltd • NZX Limited • Obertech Group • OCG Consulting Ltd • Office of Film & Literature Classification • Office of the Clerk of the House of Representatives • Office of the Privacy Commissioner • OfficeMax NZ Ltd • O-I New Zealand • OJI Fibre NZ Ltd • Opotiki District Council • Oriana Enterprises Ltd • Orion Health • Otago Polytechnic • Pacific Steel (NZ) Ltd • Palmerston North City Council • Parker Bridge (NZ) Ltd • Parliamentary Services • Partners Life • Peddle Thorp Ltd • Philip Morris (NZ) Limited • Phoenix Inc Supported Employment Services • Plant & Food Research • PolicyWorks NZ • Ports of Auckland Ltd • PPG Industries NZ Ltd • Precinct Properties NZ Ltd • Prepack Limited • Prepared Foods Limited • Presto Resourcing Options • Primary ITO • Progress to Health • Progressive Enterprises Ltd • Propellerhead Limited • Queenstown-Lakes District Council • Randstad Pty Ltd • Ravensdown Limited • RCSA Australia & New Zealand • Real Journeys • Rebel Sport • Recruit IT Group Ltd • Rinnai New Zealand Limited • Rotorua Heritage Farm Limited • Rotorua Lakes Council • Roughan Chiropractic • Russell McVeagh • Ryan Recruitment • Saatchi & Saatchi • Salt • Scientific & Technical Recruitment Limited • Scion • Seek Communications (NZ) Ltd • Selwyn District Council • Serious Fraud Office • Shadeworld • Shamrock Recruitment Group • Shell Todd Oil Services Limited • Shieff Angland • Shore Ceilings & Partitions Ltd • Silverstripe • Simpson Grierson • SKY TV • SKYCITY Auckland Limited • Soar Printing • SOLGM • Solnet Solutions Limited • South Canterbury District Health Board • Southern Cross Health Society • Southern Cross Hospitals Ltd • Southland District Council • Sovereign New Zealand • Spark New Zealand Limited • Sport and Recreation New Zealand • Spotless Services (NZ) Ltd • Springload Web Design • Starlight Network Limited • State Services Commission • Statistics New Zealand • Strategic Pay Limited • Stuff • Suncorp New Zealand • Supported Employment Agency (Bay of Plenty) • Sustainable Business Network • Synergy Health Limited • Synlait Milk Ltd • T&G Global • Tairāwhiti District Health Board • Talent Vault • Tamaki Regeneration Company • Taranaki District Health Board • Tauranga City Council • TBWA • Te Aho o Te Kura Pounamu • Te Hopai Trust Group • Te Taura Whiri | Te Reo Māori | Māori Language Commission • Te Utuhina Manaakitanga Trust (The Addiction Resource Centre Rotorua) • Tearfund • Tegel Foods Ltd • Television New Zealand Limited • Tertiary Education Commission • The Communication Agencies Association of NZ • The Construction Training Centre • The Co-operative Bank Limited • The Hongkong & Shanghai Banking Corporation Ltd • The Johnson Group • The Ministry of Business, Innovation and Employment (MBIE) • The Order of St John • The Otago Chamber of Commerce • The Royal Australian and New Zealand College of Ophthalmologists (RANZCO) • The Skills Organisation • The Todd Corporation • The Treasury • The University of Otago • The Warehouse Group Ltd • Three60 Consult • Tomorrow's People Ltd • Tonkin & Taylor Ltd • Top Drawer Consultants • Torpedo 7 • Transpower New Zealand Limited • Tribe Group • Unitec Institute of Technology • University of Canterbury • Upskills • Vector Limited • Victoria University of Wellington • Villa Maria Estate Limited • Visaplex • Vodafone New Zealand Limited • Waikato District Health Board • Waikato Institute of Technology (WINTEC) • Waitemata District Health Board • Warehouse Group Financial Services • Warehouse Stationery • Watercare Services Limited • Wellington City Council • Western Bay of Plenty District Council • Westpac New Zealand • Whanganui District Health Board • Whitecliffe College of Arts & Design • Whitireia New Zealand • Woolux Corporation Limited • Workbridge Incorporated • WorkMates-Supported Employment Agency • WorleyParsons New Zealand Limited • Write Limited • Wynn Williams & Co • YES Disability Resource Centre • YWCA Auckland • Z Energy Limited

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## TRUSTEES REPORT

*for the year ended 30 June 2018*

### TRUSTEES

The following persons held positions as Trustees of the Equal Employment Opportunities Trust (EEO Trust) as at 30 June 2018:

#### MICHAEL BARNETT

EEO Trust Chair,  
Chief Executive, Auckland Chamber of Commerce

#### JOHN CHRISTIE

Director of Enterprise Dunedin

#### SUSAN DOUGHTY

Manager - Diversity & Inclusion,  
Fonterra Co-operative Group

#### NAOMI FERGUSON

Commissioner and Chief Executive, Inland Revenue

#### MICHELLE HIPPOLITE

Chief Executive, Te Puni Kōkiri

#### CHRIS LITCHFIELD

Managing Director, Coca-Cola Amatil New Zealand Limited

#### ADRIENNE MILLER

Formerly General Manager, Corporate Services,  
Watercare

#### RANJNA PATEL

Director of Nirvana Health Group

#### DEBBIE POWER

Deputy State Services Commissioner and Chief  
Executive, State Services Commission

#### HELENE QUILTER

Secretary of Defence, Ministry of Defence

### ACTIVITY

The EEO Trust was incorporated under the Charitable Trusts Act 1957 on 31 March 1992. The purpose of the EEO Trust is to promote to New Zealand employers the implementation of equal employment opportunities principles and best practice in the work place.

For and on behalf of the Board of Trustees



Michael Barnett  
Chair  
21 September 2018



Chris Litchfield  
Trustee  
21 September 2018

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## TRUST DIRECTORY

*as at 30 June 2018*

### NATURE OF BUSINESS

To promote to New Zealand employers the implementation of equal employment opportunities principles and best practice in the workplace.

### REGISTERED OFFICE

Level 1  
90 Symonds Street  
Auckland Central  
Auckland 1010  
PO Box 12929  
Auckland 1642  
Ph 09 525 3023  
E-mail [admin@diversityworks.nz](mailto:admin@diversityworks.nz)  
[www.diversityworks.nz](http://www.diversityworks.nz)

### ACCOUNTANTS

Auckland Chamber of Commerce  
Level 9  
90 Symonds Street  
Grafton  
Auckland 1010

### AUDITORS

Crowe Horwath New Zealand Audit Partnership  
Level 29  
188 Quay Street  
Auckland 1010

### BANKERS

ASB Bank Limited  
Business Banking Centre  
PO Box 35  
Shortland Street  
Auckland 1140

### TRUST SETTLEMENT DATE

24 March 1992

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## OUR ALLIANCE PARTNERS

Diversity Works New Zealand is grateful to our family of Alliance Partners for their continued and generous support.



*For more information visit  
[diversityworks.nz.org.nz](http://diversityworks.nz.org.nz) or call  
0800 DIVERSITY (348 377)*

