

Diversity



GRI DESCRIPTION

Diversity of governance bodies and employees.

CHOW:HILL METRIC

Commentary and figures from personnel files.

TARGET

Was met.

COMMENTARY

To effectively meet the needs of our clients, to offer the service and design quality we aspire to, and to reflect our communities, our team comprises a diverse range of professionals.

PERFORMANCE

Chow:Hill has 67 employees, 32 of whom are female and 35 are male. Of the 16 new staff members this year, 10 are female and six are male. The ages of our staff vary between 21 and 73.

In senior positions two of our eight Director/Shareholders are female; our CEO and Financial are female.

We have a diverse workplace environment with the country of origin for staff in our Auckland and Hamilton studios listed in the table opposite.

ETHNICITY	Auckland	Hamilton	Total
Chinese	4	2	6
Croatian	1	0	1
English	0	3	3
Fijian	1	1	2
Hong Konger	2	0	2
Indian	6	0	6
Indian/Welsh	1	0	1
Malaysian	1	1	2
New Zealander	19	16	35
Scottish	1	0	1
Singaporean	2	0	2
South African	3	1	4
South African/German	0	1	1
South African/Hungarian	1	0	1
Total	42	25	67

IMPACT

Diversity amongst our people is a benefit in that it brings perspectives, knowledge and experience from different areas, all of which feed into a more fertile pool of ideas for the work we do together and for our clients.

TARGET 2019-2020

We support, and actively participate in, the NZIA's Diversity Agenda and other programmes that relate to promoting diversity in the workplace in relation to age, gender, ethnicity and socio-cultural background.