

Appendix C

Summary of Auckland Council strategic commitments and work programmes that align with CEDAW goals

CEDAW Article	CEDAW Article wording	Auckland Council – strategic directions and work programmes that broadly align with CEDAW goals
3	<p>Guarantee of Basic Human Rights and Fundamental Freedoms</p> <p>States Parties shall take action in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.</p>	<p><i>Strategic directions</i></p> <p>The Auckland Plan 'belonging and participation' outcome is "Te whai pānga me te whai wāhi atu/ all Aucklanders will be part of and contribute to society, access opportunities, and have the chance to develop to their full potential". Key focus areas under this theme are:</p> <ul style="list-style-type: none"> • "Foster an inclusive Auckland where everyone belongs" • "Recognise, value and celebrate Aucklanders' differences as strengths". <p>Council's Thriving Communities Action Plan supports communities to be connected, resilient and inclusive. The Plan is council's strategic action plan for community-led development and social change and has six key focus areas:</p> <ol style="list-style-type: none"> 1) Facilitate grass-roots action 2) Strengthen support for the voluntary and community sector 3) Enable social innovation and social enterprise 4) Maximise positive socio-economic impacts 5) Work in a holistic and integrated way 6) Support staff to be community-centric. <p>Council's Empowered Communities approach supports delivery of the <i>Thriving Communities Action Plan</i>.</p> <ul style="list-style-type: none"> • We have defined an empowered community as one where individuals, whanau and communities have the power and ability to influence decisions, take action and make change happen in their lives and communities. This includes communities of place, interest and identity. <p>Council's Inclusive Auckland (diversity and inclusion) framework is our strategic approach to responding to the needs of Auckland's diverse communities and leveraging the talents and insights of Auckland's diverse peoples. Being inclusive means intentionally addressing issues of access, equity and participation, for our staff and for Aucklanders. The framework has change actions grouped into four areas:</p> <ol style="list-style-type: none"> 1) Creating a diverse talented workforce and a strong inclusive culture 2) Processes, policies, plans and services 3) Strategic leadership fosters social inclusion 4) Supporting inclusive governance and representation.

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7	<p>Political and Public Life</p> <p>States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right:</p> <p>(a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;</p> <p>(b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government.</p>	<p><i>Elected members</i></p> <ul style="list-style-type: none"> • Women make up 52% of Aucklanders¹. At the 2016 elections 41% of all candidates and 49% of elected candidates were women². Currently 33% of governing body members and 53% of all local board members are women. This compares favourably with the rest of New Zealand’s local government entities. 2016 research on the diversity of the candidate pool, compared both to the diversity of successful elected members, and to the general population, has created a benchmark for monitoring developments at future elections. • In the 2016 local government elections, the “Love Auckland” campaign resulted in increased voter turnout and increased numbers of voters from communities that are less likely to vote. Council is preparing for the 2019 elections with a Voter Participation project which aims to continue this improvement and ensure people from across all of Auckland’s different communities are encouraged to stand for election. • Elected members Kura Kāwana training and development programme includes modules on Māori Responsiveness and diversity and inclusion. <p><i>Council Controlled Organisations (CCO) Boards</i></p> <ul style="list-style-type: none"> • In 2017, Council’s CCO Board appointment policy was reviewed and a strengthened statement about the importance of diversity on boards was included. • Council is partnering with the Ministry of Women, Ministry of Pacific Peoples, Treasury, Department of Internal Affairs and Office of Ethnic Communities to support a strong pipeline of diverse talented applications for appointment to boards. This initiative also supports the government gender targets for public sector boards. <p><i>Demographic Advisory Panels</i></p> <ul style="list-style-type: none"> • Council’s six demographic advisory panels provide advice on strategic issues and support Council to engage with and hear the voices of all Aucklanders. Our advisory panels are: Disability Community; Rainbow Communities; Youth; Seniors; Ethnic Peoples and Pacific Peoples. <p><i>Other</i></p> <ul style="list-style-type: none"> • Council, along with the State Services Commission and other government agencies, has hosted two Auckland Women in Public Sector Leadership summits in 2017 and 2018. Both summits have been very well received with over 600 women from across the wider public sector attending and engaging with a diverse range of women leaders. Women leaders from Council have spoken at the summits, including Councillor Josephine Bartley, Patricia Reade (Director People and Performance) and Fezeela Raza (Principal Adviser, Diversity and Inclusion).

¹ 2013 Census; Statistics NZ

² The demographic characteristics of Auckland Council candidates and elected members; Auckland Council, Research and Evaluation Unit; 2017

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		<ul style="list-style-type: none"> • Council’s own International Women’s day celebration in 2018 attracted over 400 women to hear our Governor General Dame Patsy Reddy, and a panel of senior women leaders from across the council group speak about thier leadership journey. • Council is part of the Champions for Change network – a network of CEs and Chairs of Boards of private and public sector organisations committed to leading change in their organisations around diversity and inclusion. Council’s Chief Executive Stephen Town is an active champion and is profiled on the Champions for Change website. • Council has also partnered with external agencies to support the Pathways (Migration) research conference and the inaugural Government and Partners Rainbow Conference.
11	<p>States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular:</p>	<p>Auckland Council staff</p> <ul style="list-style-type: none"> • Women currently make up 60% of Auckland Council’s total workforce and 30% of our senior leaders. In the wider State Sector, women make up 60% of the total workforce and 48% of Tier 3 management and above. • One of Council’s key goals in the Inclusive Auckland (Diversity and inclusion) framework is to better reflect the make-up of Auckland’s working population in our senior leadership team. We have a number of actions underway to achieve this goal, including: <ul style="list-style-type: none"> - reviewing our recruitment and talent attraction processes to address barriers; - implementing a comprehensive flexible working policy; - unconscious bias e learning for all staff; - Inclusive Leadership training for all people leaders; and - piloting a Female Leaders Acceleration Programme in September 2018. This programme is designed to develop a more diverse pool of female leaders and increase the number of women progressing to senior leadership positions. • Council’s Māori employment strategy MAHI (Measures and Actions for High Impact) has developed a Māori leadership and capability development program, reflecting Te Ao Māori principles, values and experiences. Women make up the majority of the leadership cohort for the first pilot of this programme. • Council is foundation member of the YWCA Gender Tick accreditation programme. Gender Tick assesses organisations across five key indicators: gender inclusive culture, flexibility and leave, women in leadership, gender pay equality and ensuring a safe workplace. Along with the other foundation members Air New Zealand, Coca-Cola Amatil, Fonterra, Lion and SkyCity, council is working through the Gender Tick accreditation process.

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		<p>Equal Pay</p> <ul style="list-style-type: none"> • Council’s monitoring of gender pay parity across our workforce has not identified significant differences in pay for male and female staff doing the same roles. Council’s primary gender pay issue relates to the lack of women in senior leadership levels – we have outlined above the steps we are taking to address this. • In 2017 Council received a Bronze award in the Emerging category at the YMCA Gender Pay awards. We monitor gender pay issues through an annual audit and our Diversity Dashboard which provides gender-based insights analysis into promotions, starting salaries, out-of-cycle increases, gender representation in each salary band and zone as well as job functions. • In 2017 Council committed to implementing the Living Wage and started a phased roll-out to affected staff in September of that year. As many of our lower paid workers are women, this will have a positive impact on gender pay parity. <p>Flexible working</p> <ul style="list-style-type: none"> • We value the importance of balancing the wellbeing of whānau and work commitments. Council has a strong flexible work policy (time and location) supported by our Flexible Working Guide for managers and staff. Managers are encouraged and coached to support staff to work flexibly wherever possible. We are monitoring the uptake of flexible working, and types of flexible working to understand better what our staff need. <p>Other</p> <ul style="list-style-type: none"> • Council has gender-sensitive policies about sexual harassment and a ‘Respect at Work Guide’. Council provides several avenues for staff to notify managers or others of sexual harassment through our ‘Speak Up guide’. • Council goes beyond the legislated minimum requirements for parental leave through its Parental Leave Guide. • Council provides special leave for victim/survivors of partner/domestic violence through its Discretionary Leave Guide. A domestic violence policy is in being created by the Employment Relations Team. • Council’s staff engagement survey includes questions focusing on inclusion. In 2018, our inclusion scores were significantly higher than in 2016.
12	Health	<p>States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and</p> <ul style="list-style-type: none"> • Council provides community facilities to support community health initiatives run by District Health Boards and other agencies. These include health checks; breast screening; breast feeding support groups and health child groups. • Council supports the Ministry of Health with the Community Action on Youth and Drugs (CAYAD) programme to reduce the harm young people experience from alcohol and other drugs.

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	women, access to health care services, including those related to family planning.	<ul style="list-style-type: none"> • Council’s recreational centres consider women’s particular cultural needs – for example three aquatic centres offer women’s only swimming sessions which supports Muslim women to participate.
13	Economic and Social Benefits States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights.	<p>Council has many work programmes that support women to participate in economic and social life in different ways. Some examples of these are set out below:</p> <p>Youth connections</p> <ul style="list-style-type: none"> • Council’s Youth Connections program provides innovative approaches to addressing youth employment, bringing together business, central government, young Aucklanders and other key stakeholders to develop solutions and pathways to get more young people into work. Youth Connections work readiness programs target young people furthest from the job market, with a particular focus on female, Maori and Pasifika young people. Particular effort is made to focus on Maori and Pasifika young women. • The initiative has been a great for youth employment journey and is continuing to ensure Auckland employers see the benefits of taking on young people, particularly the innovation, diversity and energy they bring. The Youth Connections programme is moving to be part of the Southern Initiative (TSI) programme. <p>WISE collective</p> <ul style="list-style-type: none"> • Council supports the WISE collective project, an initiative of the Auckland Regional Migrants Trust and the Auckland Resettled Community Coalition. The WISE Project supports refugee background women to develop the necessary knowledge, skills, confidence and resources to start-up or contribute to activities for generating income for their families. More than 800 women have engaged with the WISE Collective Project since its inception, and from 18 different countries. <p>Small business support</p> <ul style="list-style-type: none"> • ATEED offers support to new business people via links to service providers specialising in training and supporting businesses and people, including the “Starting Off Right” programme and Local Area Business Advisors. • ATEED support ethnically diverse and migrant-owned business owners, many of whom are women, in some town centres. • GridAKL brings helps to grow innovative businesses and support entrepreneurial talent to enrich the wider innovation community for Auckland’s economic future. • Council has the Business Improvements Districts programme and local board programmes which work to support migrant women in small businesses

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		<p><i>Auckland Transport</i></p> <ul style="list-style-type: none"> Auckland Transport is conducting research on embracing gender equality in Auckland's transport system. Women have significantly different travel needs and patterns to men, including higher safety concerns and more complicated travel patterns. Women tend to walk and use public transport more, but have less transport choice due to a myriad of safety and design issues. <p><i>Housing First</i></p> <ul style="list-style-type: none"> Auckland Council is a partner in the Housing First initiative, with government and other agencies. This initiative has placed 711 people (376 adult participants and 335 children) into permanent homes across the Auckland region since March 2017. 50% of all adults housed are women. <p><i>The Southern Initiative</i></p> <ul style="list-style-type: none"> The Southern Initiative (TSI) is a place-based initiative in the Auckland Plan working with whānau, local social change agents, grassroots entrepreneurs, businesses, agencies and various organisations to explore, create and test new solutions to social and economic challenges. TSI's priorities are shared prosperity, resilience and thriving children and whānau and empowering communities to unlock their own strengths and assets to design solutions to these challenges. The TSI has a strong focus on shared community prosperity and social entrepreneurship. The TSI team have led and created innovative social procurement programmes in south Auckland and are working with Council's Procurement team to ensure consideration of social, cultural, economic and environmental outcomes when procuring on behalf of Auckland Council. This approach supports local employment and procurement approaches that support small local community driven solutions. In June 2018, the TSI hosted a Social Procurement conference – Creating Shared Prosperity Through Public Procurement – to share this practice with the NZ public sector. <p><i>Age Friendly cities</i></p> <ul style="list-style-type: none"> Council has agreed to join the World Health Organisation Global Network of Age-friendly Cities and Communities and become part of a network of over 700 age-friendly cities around the world. Being 'age-friendly' means that the whole council family and wider agencies across Tāmaki Makaurau will take the needs of citizens of all ages into account when designing and communicating our facilities, services and programmes. We will apply universal design and universal access principles as standard practice and better meet the needs of all Aucklanders.

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		<p><i>International Education</i></p> <ul style="list-style-type: none"> • ATEED’s Study Auckland team work to position Auckland as a centre of excellence, attracting students who make a valuable contribution to Auckland as graduates and permanent residents and to create pathways into high-value jobs <p><i>Engagement tracking</i></p> <ul style="list-style-type: none"> • Council consults and engages with Aucklanders frequently. Starting in FY19 we will measure the reach of our engagement practices by age, gender, ethnicity and compare this to Auckland’s demographic make-up. This will help us to identify gaps and areas for improvement.
16	<p>Marriage and Family Life</p> <p>States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality of men and women:</p>	<ul style="list-style-type: none"> • Council was a key partner in developing a multi sector action plan to prevent family, whanau and sexual violence. Following completion of the plan in 2015, Council worked with family violence sector agencies on a 3 year collective impact project, identifying preventative factors in communities. Central government agencies have incorporated this work into their family violence action plan led by the Ministry of Social Development. • Council has committed to ensuring we have processes and policies and training internally for staff who are victims of family and sexual violence. Council provides special leave for victim/survivors of partner/domestic violence through our Discretionary Leave provisions. Our ‘Respect at Work’ policy and ‘Speak Up’ guide supports staff to speak up about sexual and other harassment.