

Appendix C

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

CEDAW Article	CEDAW Article wording	Auckland Council – strategic directions and work programmes that broadly align with CEDAW articles
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 <i>Auckland Plan</i> ‘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”.</p> <p>Key focus areas under this theme are:</p> <ul style="list-style-type: none"> <li>• “Foster an inclusive Auckland where everyone belongs”;</li> <li>• “Recognise, value and celebrate Aucklanders’ differences as strengths”.</li> </ul> <p>Council’s <i>Thriving Communities Action Plan</i> 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"> <li>1) Facilitate grass-roots action</li> <li>2) Strengthen support for the voluntary and community sector</li> <li>3) Enable social innovation and social enterprise</li> <li>4) Maximise positive socio-economic impacts</li> <li>5) Work in a holistic and integrated way</li> <li>6) Support staff to be community-centric.</li> </ol> <p>Council’s <i>Empowered Communities</i> approach supports delivery of the <i>Thriving Communities Action Plan</i>.</p> <ul style="list-style-type: none"> <li>• 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.</li> </ul> <p>Council’s <i>Inclusive Auckland</i> (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"> <li>1) Creating a diverse talented workforce and a strong inclusive culture</li> <li>2) Processes, policies, plans and services</li> <li>3) Strategic leadership fosters social inclusion</li> <li>4) Supporting inclusive governance and representation.</li> </ol>

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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> <p>Women make up 52% of Aucklanders<sup>1</sup>. At the 2016 elections 41% of all candidates and 49% of elected candidates were women<sup>2</sup> 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.</p> <p>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 aware of the opportunity to stand for election.</p> <p><i>Council Controlled Organisations (CCO) Boards</i></p> <p>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 working with Ministry of Women; Ministry of Pacific Peoples, Treasury, and Department of Internal Affairs to develop a strong pipeline of diverse talented applications for appointment to boards.</p> <p><i>Other</i></p> <p>Council partnered with the State Services Commission and other government agencies to co-ordinate the inaugural Auckland Women in Public Sector Leadership summit in Oct 2017. Over 600 women from across the wider public sector attended and heard from a diverse range of women leaders.</p> <p>Council's own International Women's day celebration in 2018 attracted over 400 women to hear Dame Patsy Reddy, our Governor General, and a panel of senior women leaders from across the council group speak about their leadership journey.</p> <p>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 around diversity and inclusion.</p>
11	<p>Employment</p> <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>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.</p> <p>One of Council's 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 reviewing our recruitment and talent attraction processes; implementing a comprehensive flexible</p>

<sup>1</sup> 2013 Census; Statistics NZ

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

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		<p>working policy; Inclusive Leadership training for all people leaders; and a womens leadership development programme which will be piloted in FY19.</p> <p>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.</p> <p><i>Equal Pay</i></p> <p>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. We continue to monitor this. In 2017 Council recieved a Bronze award in the Emerging category at the YMCA Gender Pay awards. The primary gender pay issue for council 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 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>
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 women, access to health care services, including those related to family planning.</p> <p>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.</p> <p>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.</p>
13	Economic and Social Benefits	<p>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> <p>Council has many work programmes that support women to participate in economic and social life. Below are some examples:</p> <p>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> <p>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.</p>

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		<p>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> <p>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.</p> <p>Auckland Council is a partner in the Housing First initiative, with government and other agencies. This initiative has placed 89 Children and 221 Adults with families (many of whom are women) into safe, secure and permanent housing. 27% of people helped into housing are in the family category, with 17% being single women.</p> <p>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.</p>
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>	<p>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.</p> <p>Council committed to ensuring we have processes and policies and training internally for staff who are victims of family and sexual violence.</p>