



**DIVERSITY +**  
**BELONGING**  
*at Chapman Tripp*

**APRIL 2018**

# 2017 Diversity snapshot



Auckland, Wellington and Christchurch coffee pop ups to start our diversity re-launch



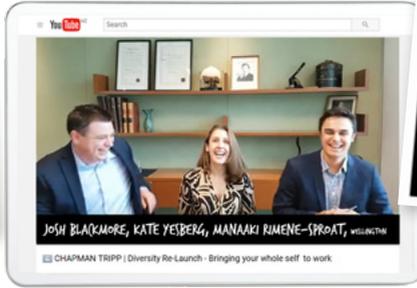
Auckland speaker: Lincoln Tan, NZ Herald diversity, ethnic affairs and immigration senior reporter

Auckland, Wellington and Christchurch speaker: Deanna Yang, young entrepreneur and cookie maker

# 2017 Diversity snapshot



Auckland speaker:  
Major John Barclay,  
New Zealand  
Defence Force



Wellington speaker:  
Una Jagose, Solicitor General



"BE ANY COLOUR OTHER THAN BEIGE ... UNLESS BEING BEIGE IS YOUR THING."



Auckland speaker:  
Dame Susan Devoy



In July 2017 we ran five ideation sessions across our offices. These sessions were designed as interactive spaces and included stations on different topics that asked staff for feedback.

## 2018: what's next?

This year we are advancing our diversity strategy by focusing on these areas. We consulted with our people across the firm to determine our 2018 priorities.



### How we work

- Review and update our diversity related policies:
  - Parental leave
  - CT Day
  - Flexible hours of work
  - Working from home
  - Parent leave days
- Attain Rainbow Tick Certification



### Getting to know our colleagues better

- Facilitate socialising across and between teams
- Hold Casual Friday every Friday
- Ensure family-friendly times for staff social events



### CT census and data collation

- Update our employee starter forms to gather more information from new recruits
- Run an online CT Census to gather similar information from current staff
- Collate statistics and data for multiple reporting purposes
- Assist clients with reporting related to the Equitable Briefing Policy



## 2018: what's next?



### CT community

- Create staff-led interest groups under a CT Community umbrella



### Unconscious bias training

- Training to mitigate perceived biases in the workplace and encourage objective decision making



### Diversity speaker sessions

- Hold external speaker events on diversity & belonging



### Te Reo and Mandarin language and culture

- Run/continue Beginner and Advanced Beginner classes across all three offices



KEY: Not started  Completed 

## Our journey so far

2012-2015



### VISION AND VALUES

Beginning in 2012, partners and staff worked together to refresh the firm's vision and values, which were launched in mid-2013. These values underpin everything we do, including our strategic plan, and diversity & belonging programme. In 2014-2015, we ran our first Humans of Chapman Tripp project, creating a beautiful book showcasing the stories which make our people, from all parts of the firm, unique.

2016



### DIVERSITAS REVIEW

In 2016 we engaged Diversitas, a well-respected diversity consultancy, to conduct an in-depth review of our firm, including interviews with our clients, employees and alumni.

May/June 2017

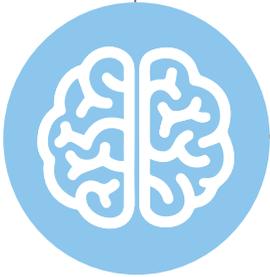


### DIVERSITY RELAUNCH

We ran a four week diversity relaunch across our three offices to broaden perspectives and create conversations around diversity and inclusion. Each week staff were encouraged to think about and discuss different themes, and learn from a variety of internal and external speakers.

## Our journey so far

July 2017



### IDEATION SESSIONS

We ran five interactive sessions across our three offices to gather feedback and ideas for our diversity statement, policies and other initiatives.

December 2017



### DIVERSITY STRATEGY, STATEMENT AND GUIDING PRINCIPLES

Incorporating feedback from our people, we updated our diversity strategy and created our diversity statement and 2018 initiatives to advance our agreed strategy.

2018



### DIVERSITY INITIATIVES

Highlights to date:

- Implemented new Parental Leave policy
- Refreshed CT Day policy
- Signed up to the Equitable Briefing policy
- Successful Te Reo and Mandarin classes
- Updated firm social events calendar to facilitate socialising across teams and at family friendly times

## Diversity statement

***“Chapman Tripp is a community that cares. We value all people and their experiences. We all belong.”***

### Guiding principles

Every day, we will be guided by the following principles:

**MANAAKITANGA** – we wholeheartedly embrace Manaakitanga; we nurture and respect one another regardless of life experience, gender, religion, ethnicity, sexuality or physical ability.

**COMMUNITY** – we recognise that our community is stronger as a result of the unique individuals within.

**AUTHENTICITY** – we will continue to create a culture that encourages our people to be their authentic selves at work.

**NO JUDGEMENT** – we want our people to feel they can share their views and information about themselves without judgement.

**EMPOWERMENT** – we want our people to feel supported and empowered to reach their full potential.

**PROGRESS** – we are committed to sharing our progress.

## Our values

Our diversity strategy is built on the foundation of the firm's five core values.

### Integrity

We are open, honest and ethical. We are trustworthy – willing to be accountable and courageous.

**STRATEGIC FOCUS 2016-2020** – Being accountable when our values are not lived

### People

We respect people and value individuality and diversity. We embrace the role we play in our wider community. We make what we do enjoyable for the people involved.

**STRATEGIC FOCUS 2016-2020** – Being leaders in our firm and the community  
Creating a sense of belonging and embracing diversity

### Collaborative

We work with each other and our clients as an inclusive team to achieve shared goals. We respect the ideas and opinions of others and freely express our own.

**STRATEGIC FOCUS 2016-2020** – Collaborating seamlessly across teams

### Astute

We listen and think before we speak or act. We provide clear and commercial views that demonstrate excellent judgement and intelligent thought.

**STRATEGIC FOCUS 2016-2020** – Demonstrating outstanding business and legal judgement

### Dynamic

We engage with energy, focus, and flair. We are innovative and respond positively to change.

**STRATEGIC FOCUS 2016-2020** – Being agile and courageous