

# Gender Diversity Report

May 2021



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& Company

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# The Case for Change

## **We know that increased diversity and inclusion is good for business, the economy and society as a whole.**

While New Zealand is rich in diversity, right now, our businesses are not bringing a broad range of people into senior leadership roles and taking advantage of their wider skills and knowledge.

### **Why is this the case?**

When we adopt a diverse and inclusive approach in leadership, we unleash and attract wider talent pools, foster diverse thinking, create greater innovation and strategic decision making, become better at meeting customer needs and ultimately see better returns for stakeholders.

Equal opportunity isn't just good for business. It's good for society; making life more manageable and fulfilling for employees and their families.

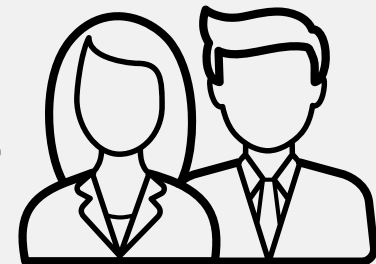
## **McKinsey's Diversity Research\***

The report shows, not only that the diversity business case remains robust, but also that the relationship between diversity on executive teams and the likelihood of financial outperformance has strengthened over time.

There is ample evidence that diverse and inclusive companies are more likely to make better, bolder decisions. For example, diverse teams have been shown to be better able to radically innovate and anticipate shifts in consumer needs and consumption patterns.

Companies in the top quartile for gender diversity are

**+25%**  
more likely



to achieve above-average profitability than companies in the fourth quartile

\* McKinsey, Diversity wins: How inclusion matters, 2019  
<https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters#>

# This PCNZ Gender Diversity Report takes us one step further on our Gender Diversity Journey



# 2020 PCNZ: Data Summary

## Overall Data

**24** participating members in 2020 reporting with:

**5,442**  
Total employees (including board)

## Gender Data

Overall



## Work categories

	Total number	% Female
Board	108	30.8%
KMP <sup>1</sup>	121	19.8%
Other Execs/GMs	114	26.3%
Senior Management	289	30.1%
Other Managers	737	22.1%
Non-Managers	4073	46.2%

## Data has been split across 3 sub-sectors



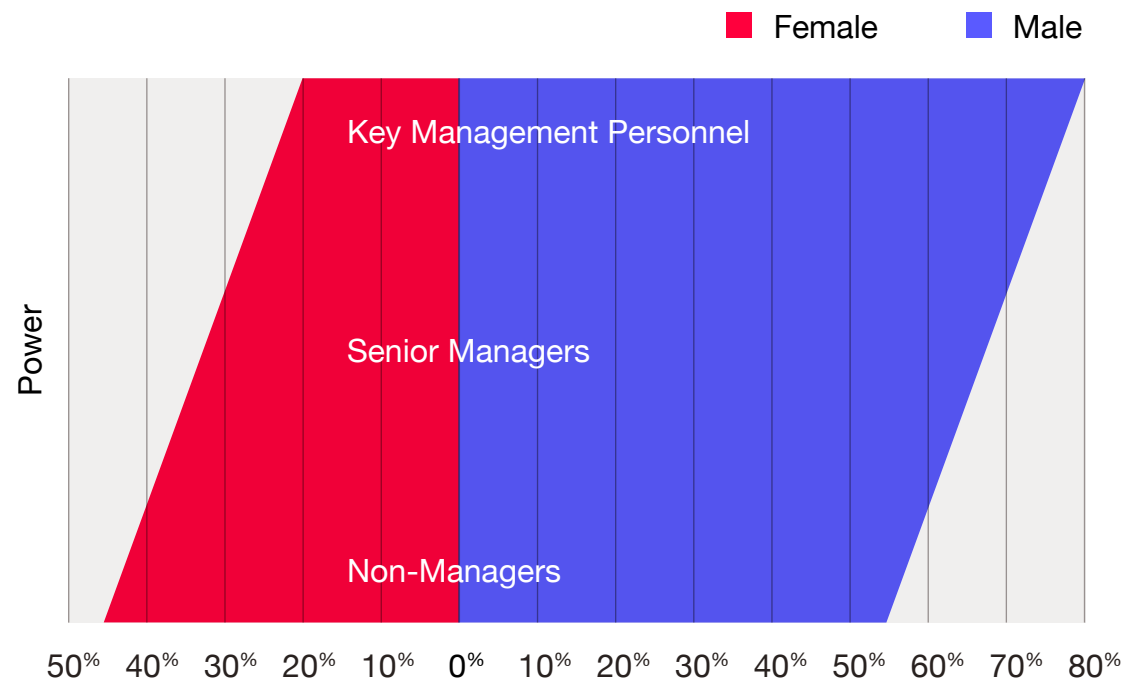
# Executive Summary

## The first survey of PCNZ companies covered a total of 5,442 employees across 24 organisations:

- As a total, the PCNZ working population is just within balance<sup>1</sup>, with 59% male and 41% female
- Women are however under-represented in management, with for example only 20% of KMP positions held by women.
- Gender diversity at non-management levels is far more balanced, highlighting a “power gap”
- Females at “property companies who supply to property investment companies” make up only 36% of the workforce, highlighting a “participation gap”. That is, a gender imbalance in organisations’ workforce as a whole which can be seen at all levels, including with frontline positions.

## Power Gap:

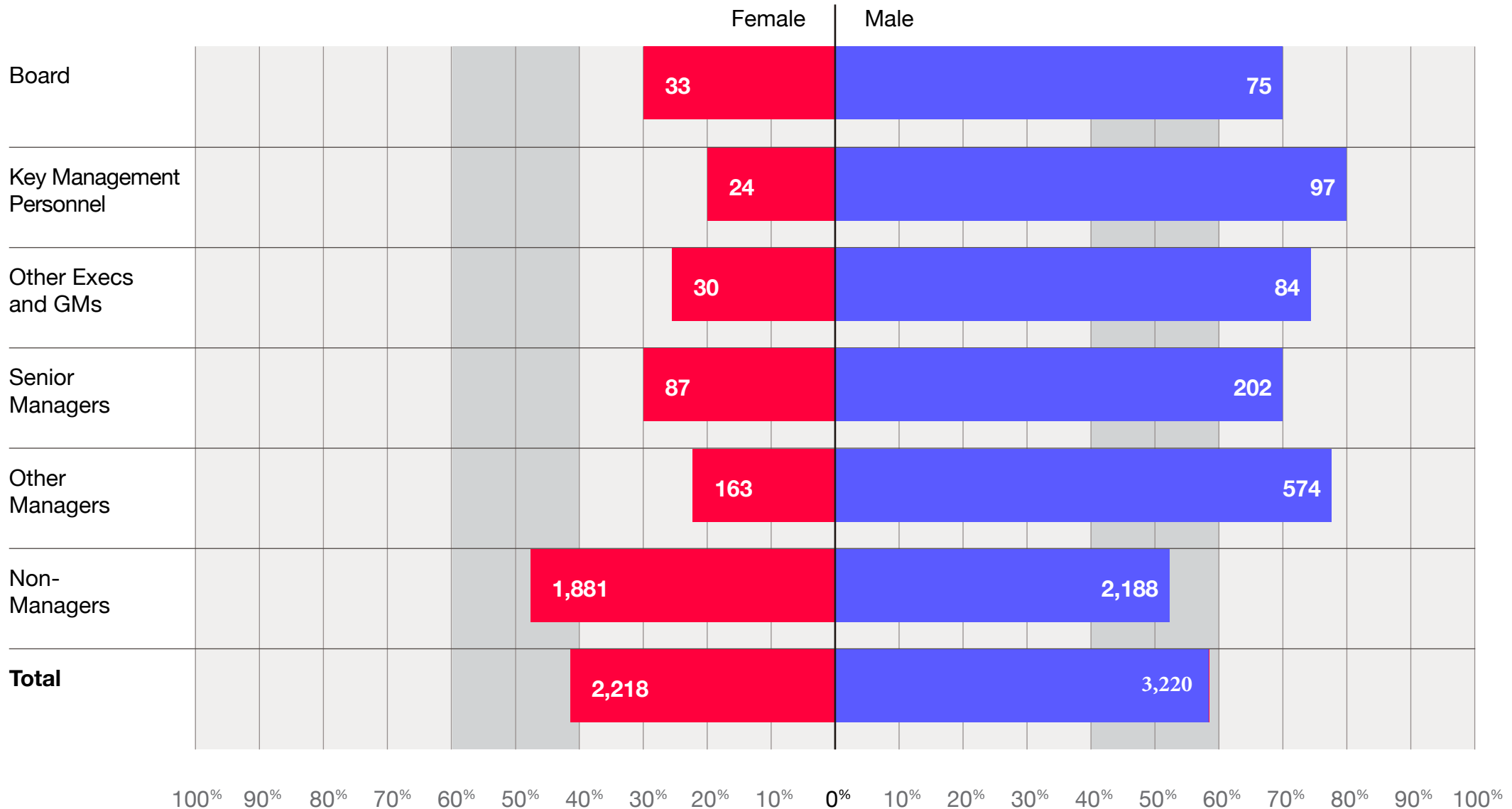
Gender balance is achieved at the “Non-Managers” level, but as you go up the management hierarchy the proportion of women declines compared to the proportion of men.



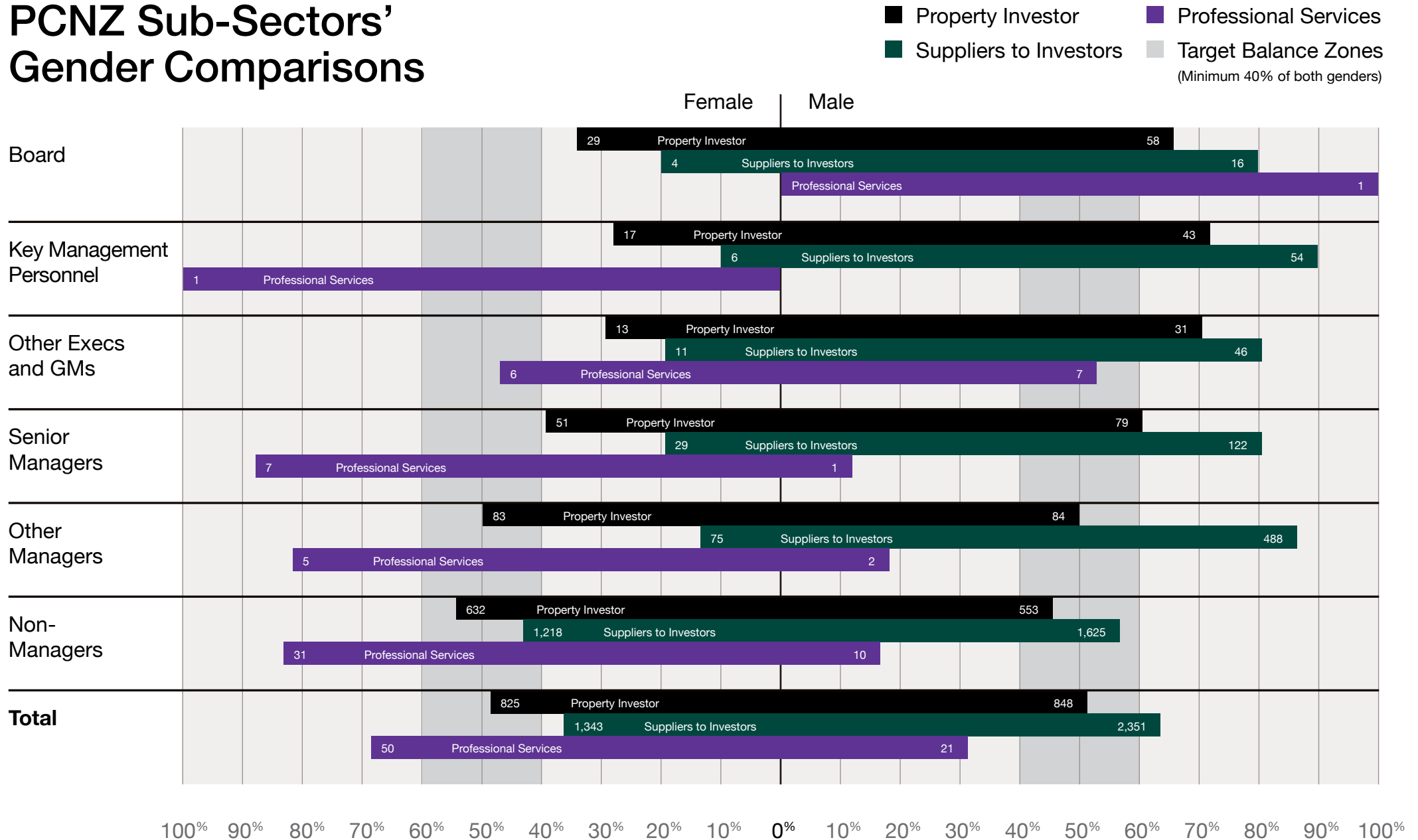
<sup>1</sup> Balance is defined as having at least 40% of employees of each gender

# PCNZ Gender Representation

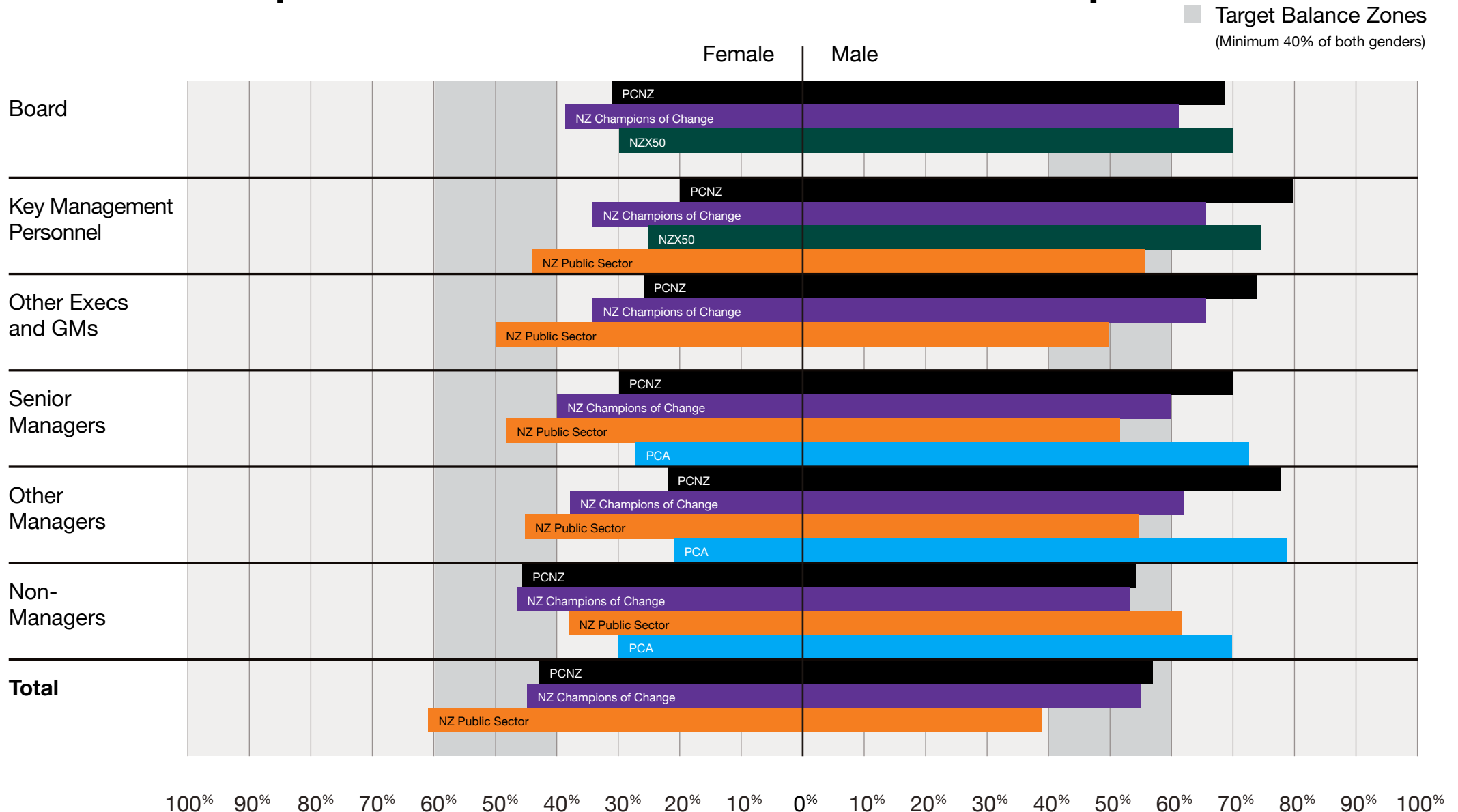
■ Female
 ■ Male
   
■ Target Balance Zones
   
 (Minimum 40% of both genders)



# PCNZ Sub-Sectors' Gender Comparisons

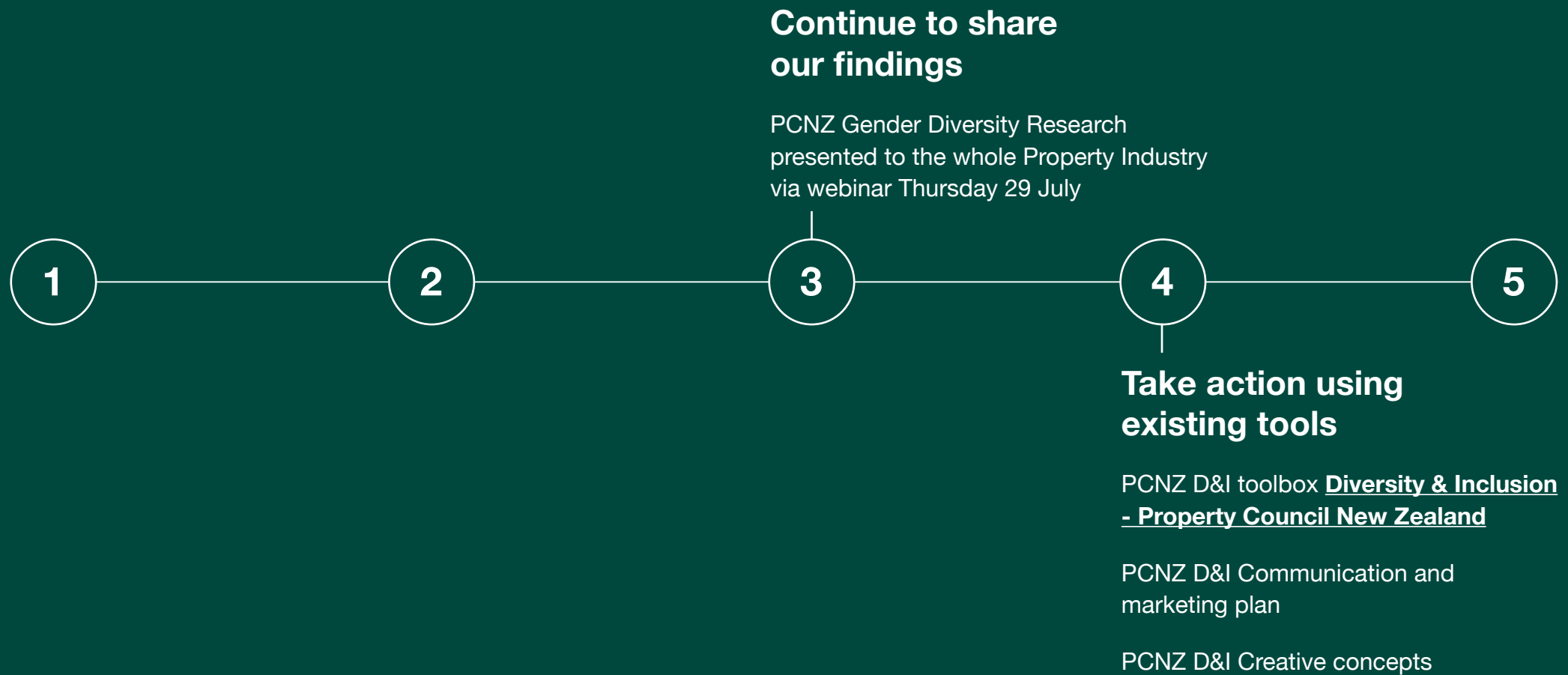


# PCNZ Compared with NZ and Australian Groups





# Where to from here?



# Thank you to all our Sponsors

Argosy

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An Auckland Council Organisation

precinct  
PROPERTIES NEW ZEALAND

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TRUST+  
MANAGEMENT  
empowering charities to serve and prosper

WOOLSTORE  
unique properties  
professional management

# Appendix

## Notes on methodology and key terms

### Methodology

Data self-reported by member organisations; aggregated based on leadership and gender categories and industry sub-sector. Calculations performed at aggregate, sub-sector and company levels. All representation percentages reflect a comparison to all options (i.e. male, female, gender diverse and not stated)<sup>2</sup>.

### Classifications

Organisations classified into one of three groups:

1. Property investment companies/ owner developers: Argosy, Auckland Airport, Goodman, Kainga Ora, Kiwi Property, Ngati Whatua Orakei, Oyster Property Group, Panuku Development Auckland, Precinct Properties, Property for Industry, Stride, The Woolstore Management, Tramco, Trust Management (total 13)
2. Property companies who supply to property investment companies (e.g. Engineering, Construction, Project Management, Architecture, Property advisory, Real Estate Services): Bayleys, CBRE, Colliers, Hadyn Rollet, Hawkins, Holmes Group, Latham Construction, Naylor Love (total 8)
3. Property teams within professional services who supply to property investments companies (property teams within a larger company): Bell Gully, MinterEllisonRuddWatts (total 2)

<sup>2</sup> Gender diverse = 0.02% of respondents, not stated = 0.04% of respondents

# Appendix

## Overview of PCNZ Diversity & Inclusion Toolbox

[Click here to visit the toolbox](#)

### D&I Toolbox

#### A little help to get you started

We understand that not everyone has the budget or resources to roll-out massive change in one hit, so the Diversity and Inclusion Committee has gathered a list of resources that their companies have found useful as they have gone on their D&I journey. This includes actions such as creating a D&I statement and strategy, staff training as well as research and articles.

We hope you find them useful and welcome any additions you have to this toolbox – simply send them to [comms@propertynz.co.nz](mailto:comms@propertynz.co.nz)

#### Partner Organisations

- [DiversityWorks New Zealand](#)  
DiversityWorks NZ is New Zealand's national body for workplace diversity and inclusion. Their website has a plethora of resources, case studies, and articles that may assist.
- [Global Women](#)  
Global Women's mission is to catalyse New Zealand's social and economic success by championing diversity in leadership. GW is a vocal advocate for change and has significant data and research to support and promote greater diversity and inclusion.
- [Superdiversity Institute](#)
- [Tupu Toa](#)
- [Catalyst](#)
- [Divergen Thinking](#)
- [Champions for Change NZ](#)
- [Human Rights Commission](#)
- [Hermann](#)
- [GirlBoss Advantage](#)

#### Articles and Research

- [Global Women Research](#)  
Global Women's vision is a business world as diverse as New Zealand itself. They are a community, a launchpad for action, and an influential voice, inspiring leaders and learning collaboratively. Read the latest thought leadership from Global Women, their members and partners.
- [Ministry for Women Recommended Reading](#)
- [DiversityWorks NZ Workplace Diversity Survey 2020](#)
- [Superdiversity Stocktake](#)
- [Deloitte & Global Women Inclusive Workplaces in NZ](#)
- [CFC Diversity Report 2019](#)
- [CFC Resources, particularly the flexibility docs](#)
- [Catalyst Research Reports](#)
- [Deloitte Mental Health & Employers](#)
- [Russell Reynolds Why Diversity Matters in the Boardroom](#)
- [The Aotearoa Inclusivity Matrix \(AIM\)](#) by DiversityWorks NZ – The recently launched Aotearoa Inclusivity Matrix (AIM) will allow your organisation to assess your levels of workplace diversity, equity and inclusion across seven key components. This valuable tool will provide an understanding of your current capabilities, identify areas for improvement and provide the information you need to create a roadmap for transformation.

#### Writing your Diversity & Inclusion Statement

A diversity statement is a written explanation of your position, approach or commitment to diversity and inclusion in the work you do. Some resources to assist you in writing this statement include:

- [Clever Copywriting School's Diversity Statement Template](#)
- [10 Examples of Awesome Diversity Statements](#)
- [10 Examples of Awesome Inclusion Statements](#)
- [5 of the Best Diversity and Inclusion Videos](#)
- [Examples of Values Statements with Commitments to Diversity and Inclusion](#)