

GENDER DIVERSITY & INCLUSION CHARTER



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INCLUSION CHARTER
NEW ZEALAND LAW SOCIETY

Fostering positive change in the legal profession

The legal profession is committed to the principles of diversity and inclusion and to recognising the bicultural foundations of Aotearoa New Zealand. We will take action to improve the culture of the legal profession to attract and retain the best talent, better understand and meet client needs, and reflect the multicultural society we serve. Working to improve diversity and inclusion is not only the right thing to do, it is critical to the success and sustainability of the legal profession. The charter focuses initially on women in the legal profession and will evolve over time to cover other aspects of diversity.

As a signatory to this charter we will:

- ▷ implement unconscious bias training for all lawyers and key staff in our organisation and take action to address identified bias
- ▷ develop recruitment, retention and promotion policies that include diversity and inclusion as an important consideration
- ▷ conduct annual gender pay audits to identify and eliminate unjustifiable pay disparities based on gender
- ▷ encourage and support flexible working to assist all lawyers to balance professional and personal responsibilities
- ▷ regularly review areas of our organisation with a diversity and inclusion lens e.g. publications, recruitment
- ▷ actively work to increase the percentage of women in senior legal roles
- ▷ assign responsibility for meeting charter commitments to a named, senior level individual within the organisation
- ▷ adopt an equitable briefing and instruction policy
- ▷ collect and share with the New Zealand Law Society examples of practical approaches to diversity and inclusion that make a real difference
- ▷ measure and report on progress against charter commitments every two years to the New Zealand Law Society.

Notes

Charter signatories have two years to meet commitments. While many charter commitments are relevant to all aspects of diversity, initially the charter focuses on women in the legal profession.

Key staff: staff within an organisation who are responsible for the recruitment, retention and promotion of lawyers.

Senior legal roles: equity partners in law firms, general counsel or chief legal advisers in in-house roles.

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What information will charter signatories be asked to provide to the Law Society?

We propose that the following information is collected when firms/organisations sign up to the charter and again in two years' time to measure aggregate progress of charter signatories in meeting commitments.

- ▷ Number of lawyers in firm/organisation by PQE
- ▷ Number of male, female and gender diverse lawyers by PQE
- ▷ Number of lawyers that have had unconscious bias training
- ▷ What types of unconscious bias training have lawyers and key staff received?
- ▷ Have recruitment, retention and promotion policies been reviewed to include diversity and inclusion considerations?
- ▷ Has a gender pay audit been conducted annually?
- ▷ Have any unjustified pay disparities been identified?
- ▷ Where unjustifiable gender pay disparities in remuneration identified, what action has been taken to remedy these?
- ▷ Is there a flexible work policy in place?
- ▷ What types of flexible work arrangements are available?
- ▷ Number of male, female and gender diverse lawyers with flexible work arrangements
- ▷ What areas of your business/organisation have been reviewed with a diversity and inclusion lens in the last two years?
- ▷ Examples of progress
- ▷ What practical action have you taken to increase the number of women in senior roles in your organisation? What difference has it made?

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What information will charter signatories be asked to provide to the Law Society?

For law firms (where applicable)

- ▷ Number of equity partners/directors
- ▷ Number of male, female and gender diverse equity partners/directors
- ▷ Number of salaried partners/directors
- ▷ Number of male, female and gender diverse salaried partners/directors
- ▷ What percentage of those promoted to partnership are women?

For in-house teams

- ▷ Is the chief legal adviser/general counsel (i.e. the most senior lawyer) female, male or gender diverse?
- ▷ Number of senior lawyers
- ▷ Number of male, female and gender diverse senior lawyers

How will this information be used?

The Law Society will collect information and data from charter signatories via SurveyMonkey. It will use the information and data provided by charter signatories to assess the progress in aggregate of charter signatories in meeting commitments. Every two years a report will be published. The report will contain aggregated information and no individual firms/organisations will be identified except for case studies describing practical action that has been taken to improve gender diversity and inclusion.