

# **NZGCP Kia Toipoto & DEI Combined Plan (2025–2028)**

# Our Commitment to Inclusion, Equity and Belonging

At NZGCP, we believe that when people feel safe, valued, and included, they thrive — and so does our work. This plan brings together our commitments under the Kia Toipoto Public Service Pay Gaps Action Plan and our broader Diversity, Equity and Inclusion (DEI) journey. It outlines the practical steps we're taking to ensure our people have fair, inclusive, and accessible experiences every day — no matter their role, background, identity, or the way they think and work.

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## 1. Closing the Pay Gap

### What we're doing:

- Reviewing starting salaries and pay annually to spot and resolve any gaps.
- Making sure salaries remain within our Board-approved pay range.

### How we'll know it's working:

- Annual reviews confirm there are no unjustified pay gaps.

## 2. Growing Inclusive Leadership and Representation

### What we're doing:

- Using the Applied platform to support bias-free recruitment.
- Partnering with external organisations to build Māori and Pacific talent pathways.
- Maintaining our commitment to strong gender diversity at all levels.

### How we'll know it's working:

- Gender balance is maintained in key teams.
- At least one Māori or Pacific intern or hire joins us by 2027.

## 3. Supporting Career Growth and Fair Progression

### What we're doing:

- Refreshing everyone's development plans in 2025.
- Encouraging regular career conversations between staff and leaders.
- Promoting access to external and internal learning opportunities.

### How we'll know it's working:

- Everyone has a current development plan by Q3 2025.
- People feel more supported in their career growth, as seen in our survey results.

## 4. Embedding Fair, Inclusive People Practices

### What we're doing:

- Reviewing 1–2 key policies each year with a DEI lens.
- Hosting a neurodiversity awareness session for managers by the end of 2025.

### How we'll know it's working:

- Annual policy reviews show progress on inclusive practice.
- Leaders feel more confident supporting neurodivergent team members.

## 5. Flexibility That Works for Everyone

### What we're doing:

- Checking in regularly on how our hybrid/flexible model is working.
- Monitoring whether flexibility impacts access to development or progression.

### How we'll know it's working:

- Positive feedback through surveys and team check-ins.
- No barriers to development linked to work arrangements.

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## 6. Fostering a Culture of Belonging

### What we're doing:

- Running cultural and connection-focused events each year.
- Encouraging staff-led DEI initiatives and celebrations.

### How we'll know it's working:

- Our team reports an increased sense of belonging.
- At least two DEI-related initiatives run each year.

## How We Monitor Progress

### We believe in keeping it simple and transparent. Here's how we'll track how we're doing:

- Annually: Inclusion survey questions to gauge progress and listen to feedback.
- Annually: Internal DEI and Kia Toipoto update to our Board.
- Ongoing: Informal feedback through conversations, team meetings and one-on-ones.

## What's Next (2025–2026)

### Here's what we'll focus on in the next 18 months:

#### Q3 2025

- Refresh development plans for all staff.
- Deliver a neurodiversity awareness session.

#### Q4 2025

- Run our annual Inclusion Survey and share what we learn.
- Publish a summary update on our DEI and Kia Toipoto progress.

#### 2026

- Host a Māori or Pacific intern or early-career hire.
- Complete a light-touch career progression and pay equity review.

## We're on a journey – and we're committed to walking the talk.

At NZGCP, we know this work is never “done”. But we're proud of the progress we're making — and we'll keep listening, learning, and evolving together.

**NZ GROWTH**  
CAPITAL PARTNERS



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