

Kia oke tapatahi tātou Together we thrive

Building a diverse, inclusive, and equitable workplace that positively impacts employee wellbeing

Vision

Our vision is our focus

A place we all belong, can be our best and thrive

Outcomes

Our outcomes are our aspirations for WCC

We extend aroha

A diverse organisation

An inclusive culture

Pillars

Our pillars describe our goals and actions

1

Strong capability

2

Workplace belonging

3

Equitable and inclusive

4

Well community

Principles

Our principles help us keep on the path

Te Tiriti o Waitangi

Contemporary, bicultural, multicultural workforce

Encourage connection and collaboration

Alignment with strategic goals

Inclusive practices support wellbeing of all

Values

Our values wrap around and guide our journey

He tangata
We put people at the heart of what we do

Whakapai ake
We're always improving

Mahi ngātahi
We collaborate

Mana tiaki
We care for our places

Our promise

Our people, as with the communities we serve, are at the heart of everything we do.

A diverse and inclusive WCC that has wellbeing at its core means everyone:

- Sees themselves included and represented across Council (all levels and groups).
- Experiences equitable opportunities and a workplace free from prejudice, racism, ableism, and discrimination where bias is managed actively.
- Feels welcome, respected, valued, safe and comfortable bringing their authentic selves to work.
- Is supported to stay well, grow, and thrive.
- Is enabled to be their best for their colleagues, customers and whānau.
- Is celebrated for who they are, the diversity they bring, and is enriched by the diversity around them.

Ensuring our communities and visitors:

- See themselves reflected among our workforce.
- Can better connect and partner with us.
- Feel valued, respected, and understood.
- Enjoy the best possible customer experience.
- Are provided with inclusive services that meet their needs.
- See WCC as an attractive place to work – an employer of choice.

Our goals

1 Growing the capability of our people

- Our people understand our bicultural context, are Māori advocates, and engage in ways that demonstrate understanding of, and respect for, a range of cultures.
- Our people understand, can identify, and effectively manage bias in themselves, others and our systems and processes.
- Our leaders and team members are inclusive and select, grow, and retain a diverse, well, and capable workforce.

2 Creating a diverse, safe, inclusive, and accessible workplace

- Attract, support, and grow diversity across WCC and ensure we continue to support and develop all our people, so they progress and stay.
- Our people feel connected and included and come together regularly to celebrate their diversity.
- Our people feel safe psychologically and culturally and can easily access and enjoy safe spaces.
- Disabled employees and those with access needs are welcomed, valued, and provided with any accommodations they require.

3 Building equitable and inclusive policies, processes, enabling services and systems

- Our policies, processes, practices, systems, and strategies ensure we treat our people equitably.

4 Our WCC community is cared for and well

- Our people feel safe to talk openly about their mental wellbeing and are supported to stay well.
- Our environment and the way we work protects and impacts our people's physical, mental, social, and spiritual wellbeing positively.
- We promote and enable open communication, healthy habits, and behaviours.