

Our diversity, equity, inclusion and belonging (DEIB) approach

2026 - 2029

Message from Sharon Thompson, Chief Executive, WorkSafe New Zealand

At WorkSafe, we're committed to leading the way in creating an inclusive workplace where everyone feels valued, respected, and safe. We want to build a positive and inclusive workplace culture because how people feel at work shapes how they show up every day. As New Zealand's health and safety regulator, we take that responsibility seriously.

In this next phase of our diversity, equity, inclusion, and belonging (DEIB) work, we're making a clear commitment to accessibility and inclusion for disabled and neurodivergent people. This means embedding accessibility into everything we do and ensuring our workplaces are physically and psychologically safe for all.

DEIB is work we all contribute to. Every one of us has a part to play, now and into the future. Together we will strengthen WorkSafe as an organisation where everyone can thrive.

Ngā mihi nui,



A stylized, handwritten signature in black ink, consisting of several loops and a long horizontal stroke extending to the right.

Sharon Thompson
Chief Executive, WorkSafe New Zealand

Our vision

Everyone who goes to work comes home healthy and safe. Achieving this requires a workplace culture where we value diverse perspectives and work to create an environment where everyone feels they belong.

When people feel they belong, they're more likely to speak up about safety concerns, share diverse perspectives on risk and feel accountable for looking after each other to create safer communities across Aotearoa.

We are guided by our mātāpono (values)



Whakakotahi

We're united in a strong purpose



Tiakina mai

We're entrusted with a duty of care



Kōrero mai

We engage meaningfully

Our approach

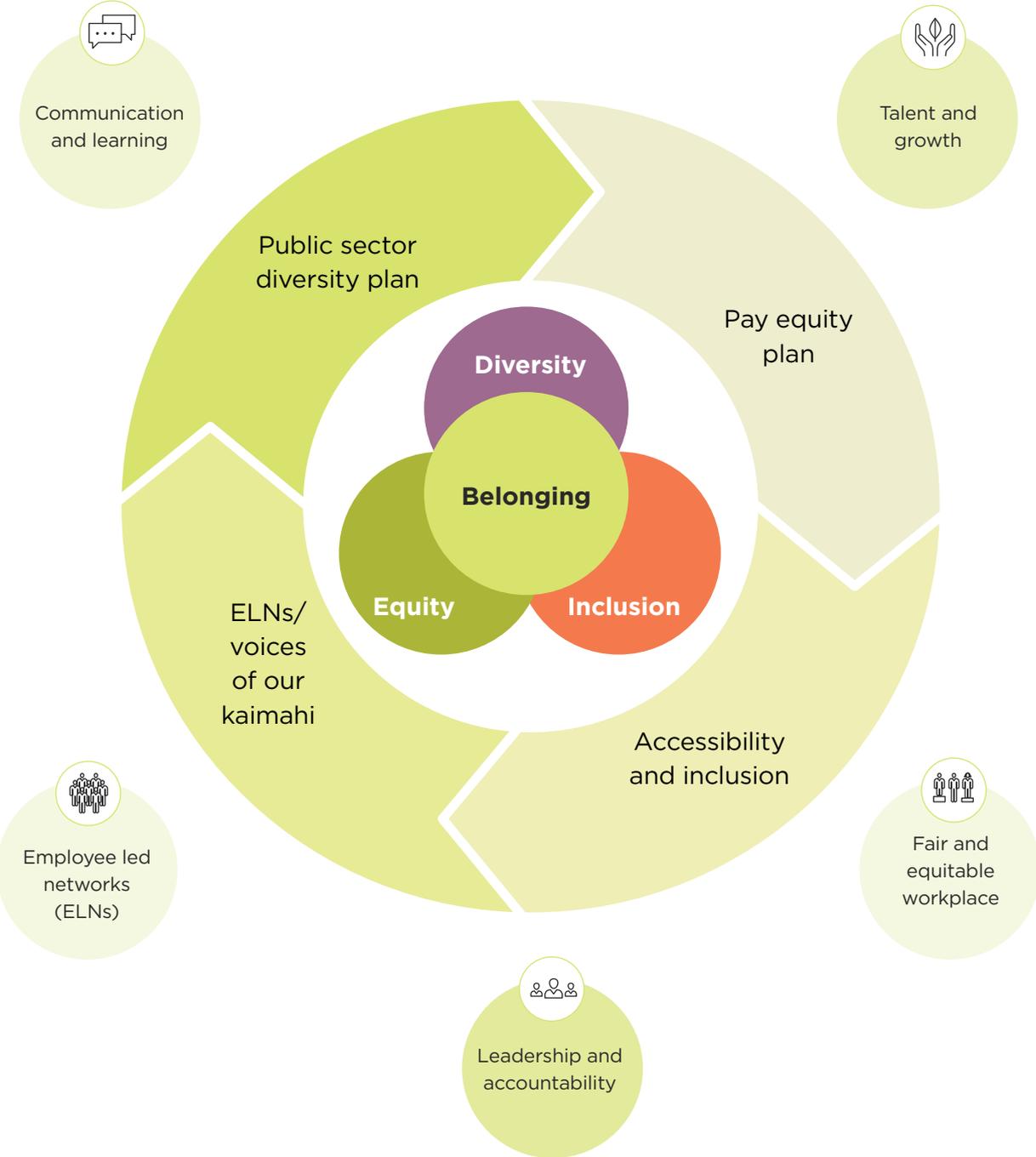


WorkSafe’s diversity, equity, inclusion and belonging approach 2026-2029

Accessibility and inclusion is the foundation of our refreshed approach. We’re committed to creating environments where everyone can fully participate, by removing barriers and embedding accommodations as a normal part of everyday practice.

We’re focusing on the areas that matter most to our people and our communities. These focus areas reflect what we’ve learned from our journey so far, and the voices of our kaimahi. They’re practical steps to make diversity, equity, and inclusion part of everyday work, so everyone feels valued, supported, and able to thrive.

This is an on-going journey, and together, small actions we take today will influence how we shape our future.



Our action plan



Our focus area – fair and equitable workplaces

2026	2027	2028
Conduct regular pay gap analysis and address any disparities ensuring fair and equitable outcomes	Promote tools and resources so people feel confident to speak up and share concerns early, fostering a culture of trust and psychological safety	Complete full Accessibility Tick assessment for certification to demonstrate our commitment to creating an accessible and inclusive workplace for all
Implement Pay Equity Action Plan and ensure we are tracking against our actions		
Implement Accessibility Tick recommendations to create a workplace that is accessible and inclusive		

Our focus area – inclusive leadership and accountability

2026	2027	2028
Implement a DEIB measurement and reporting framework to track progress, inform decisions and drive lasting culture change	Include DEIB objectives into kaimahi and people leaders' individual performance plans to embed inclusion into everyday practice	Ensure DEIB progress is tracked and reported regularly to inform decisions and create lasting cultural change
Include DEIB discussion points to ELT meetings and forums to ensure leadership accountability		
Senior leaders (levels 2 -3) to support our ELNs by becoming a sponsor of their network to strengthen visibility, influence and inclusion across WorkSafe		

Our focus area – supporting employee led networks (ELNs)

2026	2027	2028
Continue to support the establishment and growth of ELNs to become self-sustainable	Position the DEIB Rōpū (ELN leads) as trusted advisors for organisational decisions, ensuring their expertise shapes inclusive policies and practices	Ensure ELNs are sustainable and that inclusion and collaboration with ELNs becomes standard practice
Implement Accessibility Tick recommendations to create a workplace that is accessible and inclusive		
Foster collaboration opportunities across ELNs to deliver more intersectional initiatives organisationally and across the sector.		

Our focus area – talent and growth

2026	2027	2028
Implement Accessibility Tick recommendations to create a workplace that is accessible and inclusive	Pilot anonymous shortlisting and structured interviews to ensure the interview and selection process is fair, transparent, and provides equal opportunity for all candidates	Track and celebrate participation of coaching, mentoring and tuakana-teina (two-way learning)
Identify secondment opportunities and encourage people to consider development opportunities outside their current role	Show clear leadership pathways through our talent and succession practices and improve representation of underrepresented groups in leadership roles	
	Gather feedback from underrepresented groups and use it to improve what we offer as an employer and our engagement score	

Our focus area - inclusion through communications and learning

2026	2027	2028
Increase visibility of our DEIB efforts and initiatives internally and externally to demonstrate our commitment	Ensure our comms, marketing and learning reflects our DEIB commitment to demonstrate inclusion and build trust.	Ensure plain, inclusive and accessible language checks are part of BAU
Review current DEIB learning and agree what our essential learning offerings are	Develop quick reference guides for all things DEIB to give all kaimahi and people leaders easy access to inclusive practices and support everyday decision-making	
Make unconscious bias / inclusive recruitment training mandatory for hiring managers to ensure fair, transparent, and equitable hiring practices		

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WORKSAFE
Mahi Haumarū Aotearoa