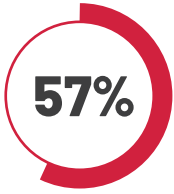


Women

Representation



of the sector's workforce

▲ 4%



of people in governance roles

▲ 10%



of paid employees

▲ 10%

of people in leadership roles

Inclusion

Less likely to



- feel they are treated fairly
- feel they have the support of their board/management*
- feel safe in their workplace*
- feel their organisation is committed to diversity, equity and inclusion
- feel this commitment is put into practice
- feel they can speak up without being punished or humiliated

More likely to



- feel their organisation understands/makes clear/is committed to honouring its Tiriti responsibilities
- feel their work contributes to honouring their organisation's Tiriti responsibilities
- feel they are encouraged and supported in their organisation to develop their knowledge of Te Tiriti and te ao Māori
- feel their organisation gives them opportunities to share and celebrate their culture(s) and language(s)



In the last 12 months, discrimination, harassment or bullying in the workplace has been -

experienced by 12% (vs 10% Total Sample), and **observed** by 22% (vs 20% Total Sample).

Engagement

89% are satisfied in their current role

Less likely to



See benefit in

- the type of people they work with
- flexible working arrangements

See barriers in

- bias (e.g., based on age, gender, ethnicity, disability, sexual orientation or other)

More likely to



See benefit in

- the opportunity to be involved with a play, active recreation or sport activity in which I have a personal interest
- the opportunity to mix with successful people in the sector
- working with clubs/volunteers

See barriers in

- long working hours
- personal reputation

Equity



\$75,000

Median annual income - 14% vs men



\$38.46

Median hourly rate - 11% vs men



Differential in both median income and hourly rate (relative to men) has **increased** between 2020 and 2024.



Less likely to be offered a role without a formal application process



Shorter average tenure in the sector than men

Information has been sourced from the 2024 Diversity, Equity and Inclusion Survey, which provides insights on the make-up and experiences of board members and employees working in the play, active recreation and sport sector.



Half describe their future opportunities as excellent or good
8% are unsure about their future opportunities

2024