

Diversity, Equity and Inclusion



In the play, active recreation and sport sector workforce

The 2024 DEI sector workforce survey results show that real progress has been made across the sector since the survey was first run in 2020.

1057 employees completed the survey

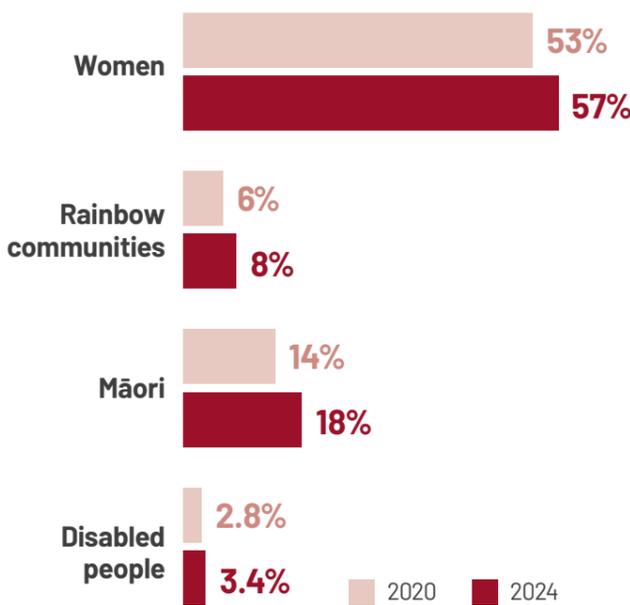
368 board members completed the survey

109 organisations completed the survey

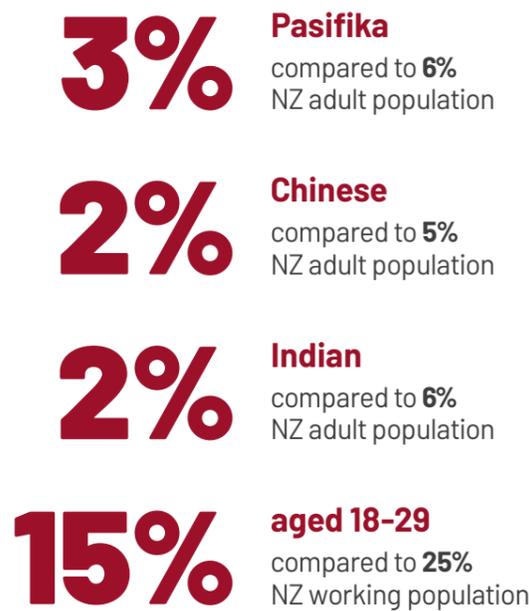
What's changed since 2020?

Diversity

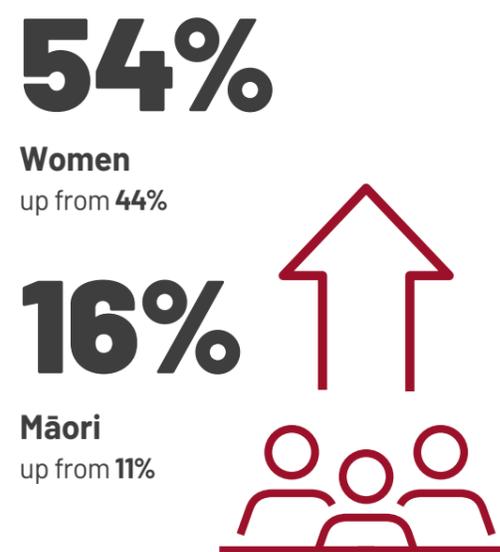
More women, Māori, members of rainbow communities, and disabled people are working in the sector.



However the sector is under-represented by Pasifika, Chinese, Indian and younger populations.



Board representation of women and Māori has increased significantly.



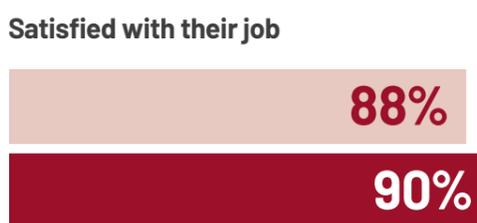
Equity

The gender pay gap remains:

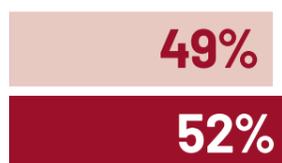


Engagement

There is a higher level of job satisfaction and greatly improved quality of 'felt experience' across the sector.



See opportunities in the sector as good or excellent



2020 2024

Inclusion

More of the sector agree with these statements:

" I feel I am treated fairly. "

" I feel that my contribution is valued by my organisation. "

" I feel I have the support of my board/management. "

Commitment to DEI

" My organisation puts its commitments to DEI into practice. "

81% of the sector agree with this statement (up from 76%)

But only **44%** are aware of a formal DEI policy

Commitment to Te Tiriti

70% feel their organisation is committed to honouring its Tiriti responsibilities

30% say their organisation has a Te Tiriti framework or formal commitment