



DIVERSITY & INCLUSION UPDATE

Pushing for progress

SEPTEMBER 2021

Leadership Alliance for Women:
Our new parental leave policy

IRIS: Supporting our rainbow
community, gender transitioning
policy

Head Start: Breaking down barriers
faced by underrepresented groups

Thrive: Enhancing wellbeing in the
workplace, and beyond

Heritage & Identity Project:
Celebrating Matariki



Pushing for progress

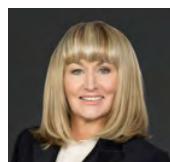
Diversity. Equity. Inclusion. Belonging.

A strategy built on listening.

I listened to a great podcast recently about the importance of right now as opposed to reactive in the field of diversity and inclusion: getting stuff done before it's urgent, pushing through bold initiatives (even when not everyone is on board) and constantly creating change for good at a steady pace. I'm so proud of the work we've managed to get done over this past year - much of it highlighted in this publication. A market leading parental leave policy, a new gender transitioning policy plus more LBTTQIA+ training for all, and deeper, more meaningful conversations about mental wellbeing. We've been busy.

But we still need to do more. Diversity and inclusion policies and conversations are not revolutionary, but rather our very basic obligation towards ensuring the inclusion of all individuals in our workplaces and communities. We can never be 'all done' because any sustainable D&I programme requires on-going investment and commitment from each and every leader in the organisation. It must be constantly monitored, reviewed and adjusted. We can only do this successfully by listening to the voices around us.

Some of these voices at DLA Piper are those of our employees who are teaching us about putting diversity and inclusion policy into practice. Lola Stoodley, Cameron McCracken and Olivia MacLean (with the help of others) lodged a submission during September on the proposed Conversion Practices Prohibition Legislation Bill. This submission supports a ban on conversion practices in New Zealand. Grace Stratton has presented to the International Association of Women Judges and interviewed with the NZLS about disability discrimination and the need for widespread system change. Members of our Heritage Identity Project hosted Te Rākau Ture (Auckland University's Māori law students' association) at our new premises in Commercial Bay to talk about perceived cultural barriers in applying to corporate law firms. This is the type of work, all lead by our people, that teaches us that a strategy built around listening is the only way we can continue to progress in this space.



Laura Scampion
Partner, Head of Diversity
and Inclusion New Zealand
Auckland



Employer
of choice
(NZ LAWYER, 2020)

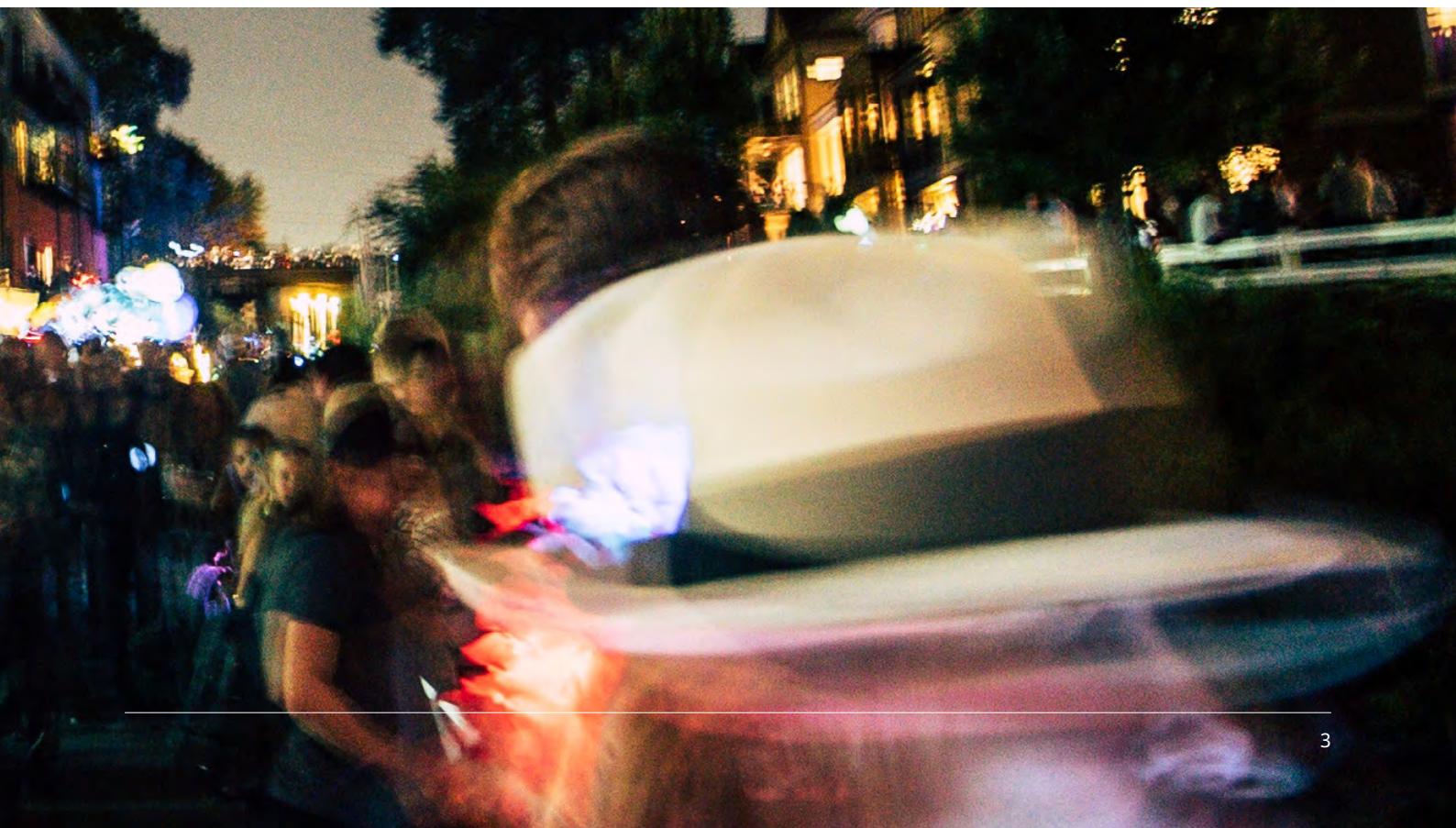


Empowerment
Award finalist
(2020 DIVERSITY
AWARDS NZ)



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Leadership Alliance for Women

Women of DLA Piper at the Kea World Class New Zealand Awards

Our Leadership Alliance for Women (LAW) programme is a gender-based network that plays a vital role in generating awareness and informing action to help us become a more gender-balanced organisation. LAW aims to empower women in the legal profession through the creation of greater connectivity, by holding ourselves to account, and acting as change makers to make a real, lasting impact.



Misha Henaghan
Partner
Auckland



Emma Manohar
Special Counsel
Wellington

Parental Leave Policy

Welcoming a new child into your family is a special time, it is also life changing. Along with the joys there are challenges, particularly in the early years. Children impact every aspect of life including health, wellbeing, and finances - nothing is quite the same again.

We know how precious the first days, weeks and months are for families, which is why we have implemented a new parental leave policy. Our enhanced policy supports both primary carers and co-parents to spend more time with their family. We recognise that the primary carer is not necessarily a woman, and that parenting can take many forms through birth, surrogacy, adoption, foster care and kinship care. Our new policy is also inclusive of all family types, including those who identify as LGBTTQIA+, because we recognise that families take on many different forms. Co-parents receive four weeks of paid co-parent leave, which can be taken any time before the child reaches 24 months (or within 24 months of their adoption, surrogacy, foster care or kinship care placement).

We're really proud to offer this enhanced parental leave policy to our people. It recognises that our people are vital to us. It's our investment in them to financially support them through parenthood. We know how crucial close parental connection is for young children. Primary carers receive significant new benefits

under the new policy. They are entitled to 26 weeks of primary carer paid parental leave which can be taken flexibly, and will have their KiwiSaver paid throughout unpaid parental leave up for up to 26 weeks. Taken in conjunction with the statutory entitlement of up to 26 weeks unpaid leave, this provides the primary carer with up to one year of leave.

Our framework is designed so that primary carers are not disadvantaged at work by taking time off work to enjoy their new addition to their family. Practical measures include transitioning on leave, flexibility in how leave is processed, keeping engagement with the team and business while they are away, development opportunities, promotional opportunities and facilitating return to work.

Our Keep in Touch programme assists both the primary carer and their supervisor with smooth transitions into and out of parental leave. We also recognise that our people with leadership responsibilities have additional challenges; our Senior Associates, Special Counsel, Partners and Business Support Managers have access to an external parental leave coach.

We're committed to supporting our people through this period of their lives and all that comes with it, irrespective of gender, family structure or manner in which a child has entered their world.

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IRIS

DLA Piper's IRIS group (our global resource group for LBTTQIA+ employees and allies) allows all members at all levels to participate in creating positive change both internally and externally. IRIS is committed to creating enduring relationships with external groups that support Rainbow inclusion, such as Rainbow Groups at New Zealand Universities.

Supporting our rainbow community

Rainbow issues have been at the fore this year - this can be seen, for example, in the recent move to ban Conversion Therapy in New Zealand. Beyond overt discriminatory barriers for the Rainbow community to express their true selves, it is important to also consider 'the subtle' barriers as well - what can we all do in our day-to-day interactions that make every person feel safe, accepted, and empowered in professional and social spaces.

We recently celebrated gaining our Rainbow Tick accreditation. Rainbow Tick is about accepting and valuing people in the workplace, embracing the diversity of sexual and gender identities.

The Rainbow Tick process allows us to regularly review our workplace conduct and culture with a third party - this is a process that we see as inherently valuable. Receiving the Rainbow Tick accreditation is just the start of our continuous journey to make spaces of empowerment. We emphatically restate our belief that people should be able to bring their whole selves to work. A workplace dynamic which empowers difference benefits everyone at DLA Piper.

Working within the Law carries immense privilege, and it is therefore important to ensure that our workplace evolution does not leave anyone behind. IRIS is cognisant of the diverse make-up of the Rainbow Community, and this carries an impetus for us to take an intersectional approach which recognises Takatāpui (Māori who are not heterosexual and/or not cisgender) voices and listens to the diversity of Aotearoa.

Earlier this month, IRIS committee members lodged a submission on behalf of the firm on the proposed Conversion Practices Prohibition Legislation Bill. This submission supports a ban on conversion practices in New Zealand. Principal authors Lola Stoodley and Cameron McCracken note that "there is substantial evidence that conversion practices are performed in New Zealand and this Bill is an important step towards eliminating those practices. We support Parliament prohibiting conversion practices, which are known to cause lasting trauma and we urge Parliament to carefully consider the Bill to make sure it will be effective." Our submission aims to detail parts of the Bill which merit further consideration so as to give survivors of conversion practices a clear, effective, and rational pathway to seek justice.

Gender Transitioning Policy

A core value at DLA Piper New Zealand is Be Supportive — we care about others, value diversity and act thoughtfully. Our new Gender Transitioning Policy is a practical step we are taking to create a safe and inclusive environment for people transitioning or intending to transition, and those who identify as trans.

We consider gender to be inclusive of all genders and gender expression, including male, female and non-binary genders. We recognise that every trans journey is unique and will listen to people and take their direction at each stage of their journey. Most importantly, we will respect their right to privacy and will only take actions with their explicit permission and direction.

Our aim in creating this policy is to ensure that DLA Piper is a supportive and inclusive work environment for those looking to transition. It sets out how we will support and be led by people on their transitioning journey. We are also developing guidelines to accompany the policy so that people at work can support them too by creating a trans inclusive workplace culture (e.g., colleagues, HR representatives,

managers, and partners). The guidelines will include the different potential elements of a person's transition, guidance on having affirming conversations with people coming out, travel considerations, support for managers, confidentiality, practical considerations and definitions. Our aim is to emphasise the important role each person at DLA Piper has in creating an inclusive environment and to share practical steps to help them to do this.

The policy has been developed by our IRIS committee who promote an inclusive work environment for colleagues who identify as part of LGBTTQIA+ communities. We will continue to be guided by IRIS as we develop the guidelines and we grow our culture at DLA Piper. These actions bring to life how we celebrate the diversity and uniqueness of all our people so that they can bring their authentic selves to work and thrive.



Mark Williamson
Partner
Auckland

“We celebrate the diversity and uniqueness of all our people so that they can bring their authentic selves to work and thrive”.



Head Start

In 2020, we launched Head Start in New Zealand, in partnership with The Prince's Trust, a global DLA Piper initiative which was formed to improve social mobility and break down barriers faced by underrepresented groups when entering the legal professions.

Head Start seeks to bring increased diversity of perspectives to the legal sector, so we can achieve a legal system with true representation. A multi-year programme (up to 5 years), starting with Year 13 students, Head Start provides support and guidance to secondary school students through to university, supporting students throughout different stages of their educational and professional journey. The programme aims to help students to gain experience and relationships that will help them realise their full potential.

“Overall, the internship has been a phenomenal way to kick start my holidays. It exceeded my expectations and made me feel much closer to understanding the law industry and what I want to study in the future.”

Jane Fasavalu, Head Start scholar

Head Start scholars benefit from mentoring, goal setting support, paid internships, subsidised clothing allowance, networking opportunities, professional learning and development and a fee contribution for tertiary education.

Our inaugural scholars, Jane Fasavalu and Nancy Vuni, were selected from Auckland Girls' Grammar, a decile 3 high school. The school was invited to identify potential participants given its diverse range of students.

The programme lends itself to two-way learning in the workplace. All our people have contact with our scholars at different stages in their journey, through training, meetings, networking, or 1:1 mentoring. It encourages our people to reflect on their own experiences entering the industry, and how they can leverage their knowledge and connections to help others achieve their goals.

The programme started in Auckland, and in 2021, we are delighted to be extending the programme to Wellington where will welcome another two students.

“Another thing I have found to be a highlight of my internship as well as something very empowering was my time with the HIP committee where we were able to discuss how DLA Piper take action in becoming more culturally diverse.”

Nancy Vuni, Head Start scholar

We are currently working to find the right school to partner with that aligns with the programme's goals.

Watch this space!



Laura Scampion
Partner
Auckland



Emma Moran
Partner
Wellington

Jane and Nancy with DLA Piper buddies



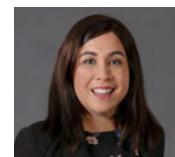


Thrive

Our Thrive committee seeks to promote and enhance workplace agility and wellness. Placing these values at the centre of what we do ensures our people prosper and the workplace flourishes. We endeavour to create an environment where our people feel comfortable raising their hand with the assurance that their voice will be heard, and their ideas actioned.



Laura Scampion
Partner
Auckland



Misha Henaghan
Partner
Auckland

Enhancing wellbeing in the workplace, and beyond

The events of the past year have forged a greater appreciation for basic health and necessities, and have in turn heightened our awareness of individual wellbeing.

DLA Piper employees recently gathered to listen and collaborate with a panel of New Zealand's leading voices on health and wellness. We welcomed Grant Pritchard - workplace mental health advocate at Spark, Chlöe Swarbrick – Green Party spokesperson on mental health, and Emma Maddren – General Manager at Starship Child Health and Vice President of Children's Healthcare Australasia. The session was honest and thought-provoking, and highlighted how we can better support our family, friends, and colleagues.

There was a clear theme that permeated through most of the evening. Firstly, how can we identify the signs of burn out in ourselves and our colleagues and secondly, how do we take pragmatic steps to alleviate or reduce the collateral fall out? In an industry where long hours and time pressures are common-place, the proposition of taking time off is often out-of-touch. Expectations, often self-imposed, are leaving employees weary and worn-out.

Enabling this, has become our new normal.

Our panel put forward a number of suggestions that focused on acknowledging the prominent issues around wellbeing, and recalibrating these 'issues' as growth opportunities. Essentially, failing forward. Together, we came up with proactive solutions to implement within the firm, such as appointing mental health ambassadors to champion wellbeing initiatives and embedding team rituals that foster natural sharing and celebrate the everyday wins.

We are hugely thankful for our panel giving their precious time, to help enhance ours.

DLA Piper continues to explore wellbeing and what it truly means for our employees. Wellbeing is not a static or rigid concept; it is fluid and subjective. Thrive looks forward to the continuation of this conversation, as we strive to improve and enhance the wellbeing of all employees at DLA Piper. We all play a role, it starts today.



Heritage & Identity Project

Our HIP (Heritage and Identity Project) Committee seeks to celebrate all races and cultures while recognising the uniqueness of Māori as tangata whenua in Aotearoa. The Committee's activity includes firm initiatives that encourage the use and learning of te reo and tikanga Māori, along with the acknowledgement of key cultural calendar events.



Reuben Woods
Partner
Auckland



Pavanie Edirisuriya
Senior Associate
Auckland



Celebrating Matariki

Matariki, te tau hou Māori, marks the beginning of the new year in the Māori lunar calendar. This time is acknowledged through the meeting of friends and whānau to reflect on the past, celebrate the present, and plan for the future. In doing so, we acknowledge our traditions, language and culture, which together give us a sense of who we are - for all New Zealanders, not just Māori. We came together to celebrate this important time of the year in both our Auckland and Wellington offices.

Tāmaki Makaurau / Auckland celebrations

Our Tāmaki Makaurau office marked Matariki with an evening celebration. The evening was opened with a karakia (prayer), followed by a reflection on the cultural importance of Matariki and a beautiful waiata, Ngā Tamariki o Matariki.

The food was blessed with a karakia mō te kai and everyone feasted on a hākari (feast) which consisted of a kaimoana (seafood) platter, organic rēwana bread with pulled pork and an assortment of other meats and cheeses. We also watched a video by Professor Rangi Mātāmua, a renowned astronomer and Matariki expert.



Te Whanganui-a-Tara / Wellington celebrations

The HIP Committee also hosted a celebration for Matariki in our Te Whanganui-a-Tara office.

We celebrated with a paramanawa (break / morning tea) in the morning where we practised our karakia mō te kai and heard a mihihi, whaikōrero and discussion of the significance of Matariki.

We acknowledge our traditions, language and culture, which together give us a sense of who we are - for all New Zealanders.

In the evening, we held a hākari Matariki (Matariki feast) and played a couple of kēmu (games) to test both our physical and linguistic skills. Prizes were presented to the winners who each took home a set of kāri Māori, a uniquely Māori designed deck of playing cards.

Following this, we joined in with the city celebrations on the waterfront, enjoying waiata, kai, bright lights and toi Whakaari (performing arts).



