

Support equitable access to flexible-by-default working and continue to support and encourage our leaders to enable people to work flexibly.

Ensure STEM scholarships and roles that have low female/ethnic representation have criteria changed to target minority groups.

Attend on-campus career expos at universities with our current female STEM leaders and employees.

Improve how we measure the impact of our attraction and recruitment initiatives

Continue to review appointment salaries, including a gender check for equity. Make this process transparent.

Establish a progression system to support growth of women within our organisation and provide clear development options.

Develop our value proposition in partnership with women in STEM for potential female applicants.

Review our recruitment process and initiatives to ensure that our public face is gender inclusive.

Celebrate and highlight the female role models within our organisation.

Check that job advertisements don't overstate the skills, knowledge, and experience required.

Establish a STEM internship programme.

Provide targeted professional development opportunities to women in STEM roles.

Ensure development budgets and opportunities are equitably distributed and processes are transparent.

Apply a gender lens to succession planning in our STEM areas.

Kia Toipoto Action Plan

Women in STEM roles

2024

+33%

by 2028

+40%

