

Inclusion & Diversity

Our inclusion and diversity commitment

We are committed to creating a culture that is supportive, inclusive, and celebrates diversity.

We believe that inclusion and diversity are essential to the success and strength of our firm and the quality of our advice to our clients. We are committed to providing a flexible environment where everyone respects, supports and learns from our collective skills, talents and differences. By attracting, supporting, promoting and retaining individuals from all backgrounds, inclusive of race, ethnicity, faith, religion or spiritual beliefs, gender, gender identity, age, sexual orientation, abilities, social perspective and other characteristics, we create a dynamic and

inclusive work environment that is critical to our success.

We have an Inclusion and Diversity Committee and a Diversity Vision Statement which supports our values and drives our performance in this area. As part of our commitment, this year we established a rainbow alliance "GLOW", to provide a forum for discussion and progression of LGBTTQIA+ inclusion issues. GLOW will work alongside the Inclusion and Diversity Committee. We also have a "Valuing diversity and fair employment practices" policy which outlines our commitment to ensuring equal employment opportunities for all staff and includes positive steps to identify and eliminate discriminatory practices.

Gender equality

32 partners
13 women



2021
41%
WOMEN IN
PARTNERSHIP

2020
39%
WOMEN IN
PARTNERSHIP

2019
35%
WOMEN IN
PARTNERSHIP

2018
32%
WOMEN IN
PARTNERSHIP

2017
30%
WOMEN IN
PARTNERSHIP



**The highest rate
of any large
New Zealand
law firm**



The firm's Partnership Deed mandates the Board is never made up of representatives from only one gender, currently the ratio is
**50% men
50% women**

Training

Supporting inclusion and diversity

We provide ongoing training programmes to promote a positive culture, including:



**Unconscious
bias training**



**Rainbow 101
workshops**



**Prevention of workplace
harassment training**

Our inclusion and diversity commitment continued



Equal pay

Our policies include equal pay with pay based on experience and charge-out rates to clients. Industry pay benchmark surveys are shared with employees so the process is transparent. The firm also continues to review salaries while an employee is on parental leave.

Diversity Surveys

The firm's Inclusion and Diversity Committee, alongside HR, conduct a Diversity survey focusing on identifying key diversity metrics of our people as well as the effectiveness of firm policies, processes, culture and attitudes. The last survey was in late 2019, and we are currently in the process of conducting a new one, to see what effect our strategies and policies are having on our staff. We are committed to running the survey regularly to ensure we are continuing to progress in this area.

Diversity Works

Alongside our surveys, the firm has engaged Diversity Works to help us better understand past and future results. This will allow the firm to identify key areas of focus for inclusion and diversity and shape our strategy going forward.

Memberships and recognition



In 2019 Dentons Kensington Swan was the only New Zealand law firm to be recognised as a finalist in the Diversity Awards NZ for our commitment to creating the policies and culture to allow talented women lawyers to achieve their full potential.



In 2020, the online publication '[Human Resources Director](#)' labelled Dentons Kensington Swan as 'gender leader' – applauding our adoption of strategies involving mentoring, pay audits, leadership and other courses and programmes.



We are signatories to the NZLS 'Gender Equality Charter' and adopters of the Gender Equitable Engagement and Instruction policy.



We are on a journey to become a member of Rainbow Tick, awarded to organisations demonstrating a culture that embraces inclusion. To ensure our continued commitment to this, we have established an internal rainbow alliance group 'GLOW'.

Te Ao Māori

Dentons Kensington Swan recognises that cultural responsiveness is an essential part of any New Zealand legal practice.

We promote and encourage a diverse and multi-talented workplace and a responsive approach to clients and their problems.

To **empower** our people we:

Engage external providers to run Te Reo Māori and tikanga classes for all staff

Encourage staff to use Te Reo in firm meetings, signage and email correspondence

Celebrate Te Wiki o te Reo Māori through a range of firm-wide activities and events

To support young Māori and Pasifika entering the legal profession we participate in a number of initiatives, including:

Participating in the TupuToa Internship Programme – a graduate recruitment pathway programme that promotes Māori and Pasifika representation and provides work-experience opportunities for Māori and Pasifika taurira.

Supporting students from Nga Rangahautira and the Pasifika Law Students Associations, by organising networking opportunities to introduce the taurira to lawyers and law firms.

Inclusion and diversity globally

Through Dentons Global, our employees have access to resources that further support cultural competency such as Global Allyship training, focused on reflecting on the role of allies in inclusion and diversity, and concrete action-items on what we can do to support one another. We also have a Global statement on inclusion and diversity outlining the firm's commitment to fostering an inclusive environment where everyone respects, supports and learns from each other's diverse skillsets, talents and experiences.

We would be happy to explore how we can share any of our resources and training with your team to help enhance your own performance in fostering inclusion and diversity.

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