

**Property Institute of New Zealand
New Zealand Institute of Valuers**

Diversity and Inclusion Policy

Review protocol

Policy reviewed and approved by:	Date Implemented	Next Review Date
PINZ Board	November 2021	November 2022

Stakeholders

- PINZ President
- NZIV President
- Council Chairs
- Committee Chairs
- Branch Chairs
- NST
- Membership
- Other.....

Policy and Procedure

This policy should be read in conjunction with the PINZ Code of Ethics.

Introduction

- The Property Institute of New Zealand has an aspiration to attain a position of cognitive inclusion¹ and to change the narrative from encouraging simplistic silos of diversity to enabling inclusion at a more substantive and intellectualised level.
- Historically, many organisations have sought to bring about diversity in the workplace through policy and programmes with measurement as a focus. In more recent times this has been labelled as inclusion. But both approaches have an equity bias. Cognitive inclusion moves away from an equity focus and embraces the richness and depth that can be created in workplace culture and

¹ <https://www.forbes.com/sites/forbescoachescouncil/2018/11/26/the-benefits-of-cognitive-diversity/?sh=774a67945f8b>

environment by the inclusion of people who have different ways of thinking, different viewpoints and different skill sets.

- Supporting and encouraging a diverse and inclusive profession is intertwined with every aspect of the functions of a property professional - from the clients we work with, the colleagues we work alongside and the wider society and communities that benefit from our contributions to the New Zealand economy and the built environment.

Purpose

- The purpose of this policy is to support the Property Institute of New Zealand's aspiration to attain a position of cognitive inclusion.
- This policy outlines the commitment of the Property Institute of New Zealand to support, nurture, and promote a diverse and inclusive property industry. Together, diversity and inclusion are powerful enablers of stronger and more productive organisations, better relationships, and a more capable and well-rounded profession.

Who does the policy apply to

All Property Institute members and employees.

Duties

All Property Institute members and employees have a duty to:

- Conduct themselves in a manner and demeanour which is neither detrimental to the profession nor likely to lessen the confidence of clients or the public in the Institute or the profession.
- Treat everyone that they meet with fairness, dignity and respect.

Objectives

- Attract, recruit, develop and retain a diverse workforce.
- Promote an inclusive and supportive workplace culture that enables innovation, improves engagement and business performance, and develops a reputation as a socially responsible profession.
- Encourage everyone from all backgrounds to join our profession and enable them to do their best which will help to bridge the skills gap and inequality in demographic representation that our industry and many other industries continue to face.

Definition of Diversity

In its simplest terms, diversity is the presence of differences. In the workplace that can mean differences in our skills, experiences, age, ethnicity, gender, mental and physical health, sexual orientation, religious beliefs and so on. The power and benefits of a diverse profession can only be

realised when we recognise these differences and learn to respect and value everyone irrespective of background.

Definition of Inclusion

Inclusion is a sense of belonging. Inclusive work environments have a supportive energy so that everyone is empowered to do their best at work. Inclusive cultures make people feel respected and valued for who they are and demonstrate how their contributions are essential to the success of the organisation.

Encouraging Diversity and Inclusion in the workplace

The Property Institute of New Zealand aspires to create a safe and welcoming profession with a supportive and fair culture that encourages innovative and fresh ways of thinking. This will mean:

- summoning the courage to stand up and speak out
- sharing opinions and experiences
- listening with patience and empathy
- creating an environment conducive to dialogue
- asking questions
- respecting answers
- being open to fresh perspectives and;
- appreciating one another's contributions to the property profession.

Roles and Responsibilities

Everyone has a role to play in supporting and encouraging diversity and inclusion within our profession:

- The PINZ Board are responsible for promoting a culture of diversity and inclusiveness throughout the Institute and setting and reviewing objectives for the Board and Management.
- The PINZ Chief Executive is responsible for delivering on the Board's objectives and communicating clear expectations of behaviour.
- The PINZ National Support Team are responsible for Upholding PINZ's commitment to diversity and inclusion and ensuring their behaviours are consistent with this statement.
- The PINZ Branches are responsible for upholding PINZ's commitment to diversity and inclusion ensuring that their branches and local networks of property professional support and encourage diversity and inclusion.
- The PINZ Members are responsible for maintaining individual awareness of PINZ's diversity and inclusion approach and ensuring they support and encourage diversity and inclusiveness within their organisations.

Making this policy work

PINZ will deliver on its commitment to cognitive inclusion not by developing tick-box and tokenistic programmes and initiatives with a diversity and inclusion label, but instead by weaving a cognitive inclusion narrative across all aspects of operational activity and governance strategy that supports our strategic aim of supporting our members from graduation to retirement.

Policy Implementation and Review

The review of this policy is the responsibility of the Finance Audit and Risk Committee and subsequently a recommendation to the PINZ Board.

This policy will be reviewed annually, or as required.