

**Engineering New Zealand:
Rainbow Special Interest Group
Guide to Rainbow Communities Workplace Policy**

Version 1.0 October 2024

The Rainbow Special Interest Group (RSIG) is a formal industry group within Engineering New Zealand and supported by the Diversity Agenda. RSIG advocates for and improves the representation of rainbow communities across the engineering, architecture and construction sectors.



The objective of this guideline is to standardise policies in the sector to support rainbow communities. This guideline should be used to inform policies for organisations and support senior leaders regarding rainbow inclusion expectations. In August 2024 RSIG surveyed its members to understand better how the profession is currently supporting rainbow communities and if the systems in place are currently serving their purpose. The survey details can be found [here](#) with the outcome from policy support being mostly positive for the sector. The survey response comprised mainly respondents from large organisations which had a positive bias towards the development of this guideline. This is mainly due to large organisations having the resources to develop these policies and implement them at scale.

Based on the survey feedback, rainbow communities specific policies are as follows (50% or more of the current industry):

- Anti-Bullying / D&I policy (80%)
- Gender neutral parental leave policy (55%)
- Transitioning at work / Gender affirming policy (50%)
- Gender neutral dress code (32%)

Based on this finding, it is recommended that these policies form the baseline or minimum inclusion expectation for an organisation. Gender neutral dress code does not meet the 50% criteria, however, the feedback from the survey noted this as a major element to address rainbow communities wellbeing in the workplace and is therefore being added as part of the baseline policies for the workplace.

Further support that organisations have in place to support rainbow communities are as follow (for 50% or more of the current industry):

- Internal rainbow employee network group (68%)
- Promotion and support of LGBTTQUIA+ events, including organising events (68%)
- Internal Diversity Equity Inclusion Employee network group (55%)

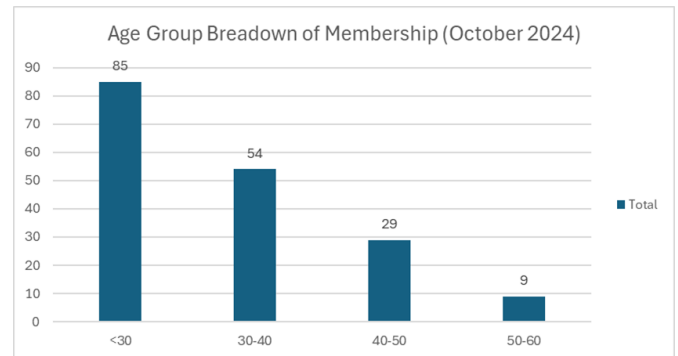
This additional support is also expected to be the baseline for organisations concerning rainbow community inclusion. It is critical that these policies and additional assistance are appropriately communicated during implementation and supported with regular training and onboarding programmes as the survey highlighted these elements as the main areas for improvement by respondents. The survey also suggested the inclusion of external visibility of policies (or at least what policies are available) as rainbow employees are looking for these rather than an overall accreditation.



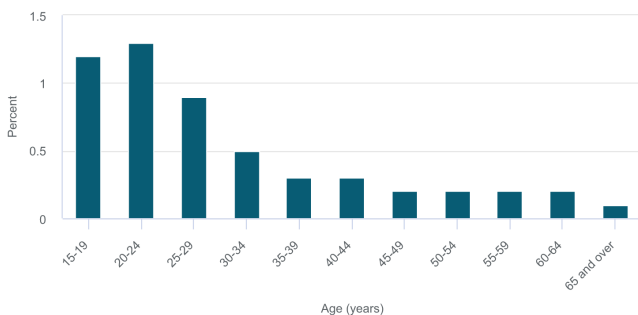
Additional policies that were captured as part of the survey with less than 50% representation from the industry include:

- Gender neutral bathrooms (43%)
- Visible Allies (Specified Under Other)
- Awareness Training (Specified Under Other)
- Visibility or Champion Rainbow Community Leadership (Specified Under Other)

These policies and additional support are strongly encouraged to form part of an organisation's rainbow community inclusion policies and support. These elements have a significant impact on the daily experience of rainbow communities within the company and the external view of rainbow inclusion. These are also recommended as baseline inclusion in cross sector rainbow advocacy organisations such as Pride Pledge.



Percentage of another gender by age group for the census usually resident population aged 15 years and over, 2023 Census



3 October 2024, 3:50pm: We reformatted the data to one decimal place.

Stats NZ

Inclusion of rainbow communities contributes to overall inclusion and company culture which will have benefits to the company as a whole. As shown through multiple different data sets including the 2023 Stats NZ census data and the RSIG membership, the majority of the rainbow identifying communities are Generation Z (born between 1997-2012, being between 12 and 27 at the time of this document) which are currently entering our workforces with Stats NZ indicating nearly 60% of the rainbow community are Generation Z and our Membership show 48% are Generation Z. In order to attract talent from the next generation of employees policies as outlined in this document will be a necessity.

RSIG will remain to provide advocacy and a place for the rainbow communities through industry events and educational webinars that will further support the advancement of our industries.

To get more involved with RSIG or reach out for support, the following channels are available:

- Become a member through the link [here](#); or
- Email RSIG at: rainbowsig@engineeringnz.org (att: Josephine Graham or Isabelle Mander)

