

## **11) Diversity Management**

The Wellington City Council is actively committed to managing diversity and the Council is an active member of the Equal Employment Opportunities (EEO) Trust and the EEO Trust Employers group.

Managing diversity aims to ensure that all work opportunities at the council – such as recruitment, training, promotion and terms of employment – are provided fairly and reflect our diverse city communities. All employees and job seekers are to be treated equitably whatever their race, ethnicity and colour, gender, age, disability, sexual orientation, family status, religious or ethical beliefs, political opinions and marital status.

By employing best practice in Human Resource management, the Council benefits from the creation of a harmonious working environment free of discrimination which:

- creates an environment in which high performing teams can flourish
- improves overall morale which enhances our customer service and productivity
- encourages a wider range of job applicants
- adds colour of beliefs and opinions to our work force which better reflects the diverse nature of the city's residents
- improves overall staff relations which in turn reduces absenteeism and staff turnover
- allows the Council to demonstrate that it supports and encourages human rights and particularly EEO legislation

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