



Diversity and inclusion survey

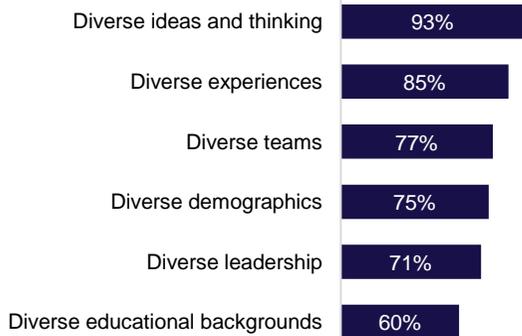
NZIIIP and Kantar Public surveyed 474 intelligence professionals, from a range of different agencies and organisations within the intelligence sector, to better understand diversity, inclusion, and equal opportunity within the sector.

What does diversity in the workplace mean to intelligence professionals?



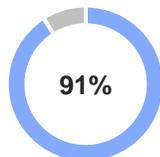
Intelligence professionals feel all diversity attributes are important but diverse ideas and experiences are perceived to be most critical

NETT IMPORTANCE



88% of intelligence professionals agree that diversity is important

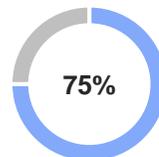
KEY REASONS FOR ITS IMPORTANCE INCLUDE:



Enables better problem solving / outcomes



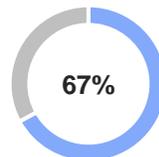
Benefits / improves the practice of intelligence



Important to reflect differences in society



Creates successful teams / workplaces



Important to recognise and respect differences between people

“ The lack of diverse perspectives, and challenges to the privileged identities, has a real impact on our ability to support Aotearoa security aims. When we are more diverse, we will be more ready for the challenges ahead. ”

Despite this recognition of the importance of diversity, there is a perception that the intelligence sector is not currently diverse (42% feel this way). However, many agree that things are changing and that the sector is becoming increasingly diverse (48% agree).

Areas of strength within the sector

Inclusion and validation, members feel:

1. Encouraged to suggest alternative ways to solve problems
2. Included by other colleagues in the sector
3. Comfortable being oneself in the intelligence sector
4. They are a member or a part of the sector

Areas for improvement

Top priorities: Improving diversity, particularly perceptions of:

1. The sector being diverse
2. Complaints about discrimination or exclusion having positive outcomes
3. There being representatives of Te Ao Māori in the intelligence sector

Secondary priorities: Opportunities and training, particularly improving perceptions of:

1. The intelligence sector actively trying to increase diversity
2. The availability of diversity training
3. Equal opportunities

The Public Service Act 2020 states that the public service has a role in supporting the partnership between Māori and the Crown under the Te Tiriti o Waitangi. Intelligence professionals believe it's important to include Te Ao Māori in their work (59% agree). However, two thirds feel more could be done to aid understanding and inclusion (68% agree) and one third find it difficult to see a connection between their work and Te Ao Māori (39% agree).