



## NZIIP Diversity and Inclusion Survey: NZIIP's Initial Response

NZIIP welcomes the results of the survey, which represents an important first milestone in our strategic focus on diversity and inclusion. We take this opportunity to thank everyone for participating and providing their whakaaro (thoughts). The survey, conducted to better understand the intelligence sector's relationship with this important kaupapa, will inform actions NZIIP will take to improve the inclusiveness and diversity of the sector.

This aligns with our vision, refreshed in our 2020 strategic planning day, which is to create a connected and skilled intelligence community to enable excellence for people in the intelligence profession. From this vision comes our new mission to grow and connect the intelligence professional and profession through participation, partnerships, and protection.

### We were pleased to see a majority of respondents believe:

- Diversity matters and is highly valuable in the intelligence sector.
- The sector is becoming more diverse.
- They are well-connected internally within their organisations.

### But we heard that we are not there yet.

- Diversity is judged by half of respondents to be only adequately promoted.
- Most respondents do not feel well-connected outside of their organisation.
- Respondents felt there were three main areas to improve equal opportunities for people from diverse backgrounds: recruitment processes, security clearances, and entry into leadership roles.

NZIIP is committed to meaningful mahi to advance the understanding and state of diversity and inclusion in the intelligence sector. **As a starting point, we will focus on the following three 'Rs':**



**RESEARCH:** NZIIP will focus on initiatives to improve the intelligence sector's incorporation of te ao Māori and other cultures. This can include engaging with iwi, facilitating hui on tikanga in intelligence practices, cultural training, and holding focus groups on survey areas that could benefit from deeper dives.



**RELATIONSHIPS:** We see opportunities for better engagement with new or prospective intelligence sector employees. This might take the form of improved outreach to universities, career panels, school leavers, myth-busting misconceptions about the sector, and stronger new employee connectivity and support.



**ROLE:** As a Committee, we will review how we are engaging with our members to improve our membership model, with the aim of better accessibility and inclusion. A large volume of respondents were not sure if they were members, and felt that membership could be more inclusive.

We've heard you, and we want to continue this korero with you, our members, and the wider intelligence sector. If you have any feedback for us or ideas you would like to share, please reach out to [info@nziip.org.nz](mailto:info@nziip.org.nz).

Ngā mihi nui ki a koutou, thank you for being part of this journey,

NZIIP Committee