



The Champions for Change Panel Pledge

As a Champion for Change, I understand the benefits of diversity in leadership and are committed to a vision of a prosperous and equitable Aotearoa.

Conferences and panels provide a platform for ideas, debate and inspiration. A good panel brings together diverse perspectives, experiences and expertise—and encourages substantial debate.

In New Zealand, many high-profile conferences and events lack gender balance and ethnic diversity, despite there being many qualified women and ethnically diverse candidates. I am personally committed to the Champions for Change Panel Pledge to achieve more balanced gender and ethnic representation at conferences and on panels. As such, I pledge to:



1 SET EXPECTATIONS UPFRONT WHEN ASKED TO SPEAK

In order for me to consider joining a panel, forum, or any speaking engagement, please confirm the following:

- **Who are the other speakers and participants?**
- **How will diverse perspectives be attained? For example, why were the panellists selected and how was diversity considered in the planning of this event?**



2 HIGHLIGHT GENDER AND ETHNIC IMBALANCE

Panellists are seen as leaders, and when visible leadership is of only one gender or ethnicity, it perpetuates the notion that only one gender and ethnicity is suitable to lead.

"You can't be what you can't see" is a well-known quote on fair representation. With fewer female and ethnically diverse role models, members of the younger generation are less likely to see themselves in positions of authority. As such, please confirm:

- **Is there fair gender representation on the panel?**
- **Has the panel selection team made significant effort to obtain diverse ethnic representation on the panel?**



3 ACTIVELY ENCOURAGE DIVERSE VOICES

Panellists can sometimes face tough audiences and have valid concerns as to how their ideas will be received, particularly when their ideas might be different from others. As a Champion, I commit to support and encourage other panellists, ensuring women and ethnic minorities gain credit for their own ideas and that diverse opinions are taken seriously. Please confirm:

- **How will you ensure women and ethnically diverse speakers will participate in a meaningful way?**

PLEASE NOTE: I reserve the right to withdraw from the event if the final speaker line up does not reflect the requests in this pledge. Thank you in advance for your support in this important piece of work, to bring more inclusive and diverse panels to the New Zealand market.