



GENDER EQUALITY CHARTER

Fostering positive change in the legal profession

The legal profession is committed to the principles of diversity and inclusion and to recognising the bicultural foundations of Aotearoa New Zealand. We will take action to improve the culture of the legal profession to attract and retain the best talent, better understand and meet client needs, and reflect the multicultural society we serve. Working to improve diversity and inclusion is not only the right thing to do, it is critical to the success and sustainability of the legal profession.

The primary purpose of this charter is to improve the retention and advancement of women in the legal profession. However, many charter commitments are relevant to diversity more broadly. A review of the charter will be commenced within two years with a view to incorporating other aspects of diversity.

Signatories to this charter will:

1. Lead from the top

- ▷ assign responsibility for meeting charter commitments to a named senior level individual

2. Make a plan and take action

- ▷ implement unconscious bias training for all lawyers and key staff and take action to address identified bias
- ▷ conduct annual gender pay audits and take action to close any gender pay gap
- ▷ encourage and support flexible working to assist all lawyers to balance professional and personal responsibilities
- ▷ regularly review areas of their practice with a gender equality and inclusion lens e.g. recruitment, retention and promotion practices
- ▷ adopt equitable briefing and instruction practices
- ▷ actively work to increase gender equality and inclusion in senior legal roles

3. Measure progress

- ▷ collect and share with the New Zealand Law Society examples of practical approaches to gender equality and inclusion that make a real difference
- ▷ report on progress against charter commitments every two years to the New Zealand Law Society.

Notes

Charter signatories have two years to meet commitments.

Key staff: staff within an organisation who are responsible for the recruitment, retention and promotion of lawyers.

Senior legal roles: equity partners and directors in law firms, general counsel or chief legal advisers in the in-house profession.