

EEO Trust launches Work & Family Awards

Whether your organisation is big or small, expert or beginner, from next year there will be a high profile annual EEO Trust Work & Family Award which you could win.

The EEO Trust Work & Family Awards will reward and profile organisational excellence in work and family, increase employer acceptance of work and family issues as a means of gaining the business benefits of EEO and highlight that work and family initiatives are achievable, not necessarily costly and have business benefits.



The criteria for the EEO Trust Work & Family Awards focus on innovative policies and practices, demonstration of commitment and employee involvement, evaluation (including costs and benefits) and outcomes.

"An initiative could still be praiseworthy even if it did not deliver the expected outcome as organisations will learn from their experience," says EEO Trust Executive Director, Trudie McNaughton. Trudie stresses that however humble an initiative seems, it is worth an entry.

The EEO Trust is confident that entries for the awards will show that family-friendly policies and practices are achievable for all organisations and are not necessarily costly to implement. The 1995 Work and Family Directions project involving 52 New Zealand organisations found that work and family policies had bottom line business benefits. The judging panel for the EEO Trust Work & Family Awards will draw on a pool of advisers for input into specialist areas of expertise including age, gender, childhood development and other relevant aspects of family-friendly work practice.

To enter, organisations must be members of the Work & Family Network. Entries may be made in one of the first three and/or the fourth category:

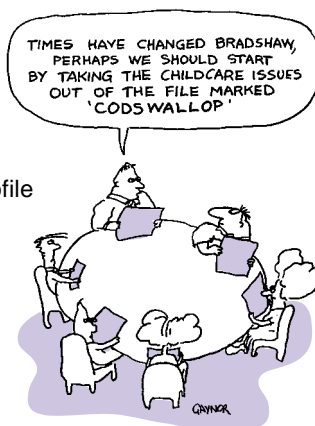
Category	Eligibility
Work & Family Award for Large Organisations	More than 50 employees
Work & Family Award for Small to Medium Organisations	Up to 50 employees
Work & Family Beginners Award	For organisations involved in their first work and family initiative(s)
Work & Family Walk the Talk Award	A senior manager or chief executive who models work and family balance

Work & Family Network members will be invited to the Work & Family Network Hui November 13 1997 at the end of the EEO Trust National Conference. The Hui will be held in the Grand Hall of Parliament Buildings, Wellington. Network members will have the opportunity to brainstorm how they can use the awards to put their good ideas into practice and be in the running to win an award.

The EEO Trust will hold an awards ceremony in June 1998, which will showcase examples of leading edge family-friendly initiatives.

Important dates for the Work & Family Awards

Awards Process	Dates
Entry form for the Work & Family Awards mailed out to Work & Family Network members	October 1997
Work & Family Network Hui	November 1997
Entry form must be in to the EEO Trust	April 1998
Work & Family Awards Ceremony	June 1998



Ngā Rongo Pānui a te Rōpū Tiaki
Whakaōrite Whiwhinga Mahi

The Newsletter of the
Equal Employment
Opportunities Trust
October 1997 No.18
ISSN 1174-183X

If you wish to be included on our mailing list, or would like information about EEO Trust membership or EEO resources, please contact

EEO Trust
PO Box 12929
Penrose
Auckland

ph 09 525 3023
fax 09 525 7076
admin@eeotrust.org.nz
http://www.eeotrust.org.nz

Level 9
Ellerslie Tower
6B Cawley Street
Ellerslie

EEO Trust Mission Statement:
'The purpose of the Equal Employment Opportunities Trust is to promote to New Zealand employers the implementation of EEO principles and EEO best practice in the workplace as a means of improving their effectiveness, efficiency and competitiveness through the successful management of diversity'

continued next page

continued from previous page

The EEO Trust stocks a number of resources on work and family. These are some of the most pertinent to help you get started:



Name	Description	Price (plus p/h)
Work & Family Directions – what New Zealand Champions are doing	Concrete examples of innovative and cost effective measures New Zealand organisations have taken to help staff balance work and family.	\$30
Steps to Success	The sequel to Work & Family Directions. Details how work & family initiatives were developed by the champions. Includes a cost benefit analysis.	\$30
Twin Pack: Work and Family Directions and Steps to Success		\$50
Work & Family ideas for managers and supervisors	Essential for managers and supervisors. Outlines work and family strategies for managers.	\$5 (\$2.50 for orders of more than 20)
Making it work	A video and resource kit. The video uses drama scenarios to examine a wide range of work and family issues and practices	\$75

(Cartoon by Gaynor Cardew from Balancing Acts Resource Kit, produced by Queensland University of Technology)

To join the Work & Family Network and be eligible for the Awards, fill in the enclosed flier and post/fax it to the EEO Trust.

EEO Action

The EEO Trust has revised and updated its free resource catalogue. Contact the EEO Trust for copies. Starting this month you can visit the EEO Trust web site – <http://www.eeotrust.org.nz>. Find out about EEO initiatives and the work of the EEO Trust. You also get the chance to view the EEO Trust resource catalogue and place orders, and learn more about the Work & Family Network, and EEO Employers Group. Great way to keep up with the issues.

A Guide to Māori and EEO. To help employers with Māori issues, including recruitment, retention and development. Available from the EEO Trust, price TBA.

A Guide for Employers on the Human Rights Act and EEO. Now in its second edition, updated and revised. Available from the EEO Trust for \$13.50 (plus \$5 p/h).

Mental Health Employment Promotion Training Kit Tutor Guide, a practical solutions based training kit to help

employers understand psychiatric disability. Available from Learning Unlimited Ph/Fax (04) 385 0437. *Facing the Future* (April/May 1997) and *Facing the Future: A Strategic Plan* (July 1997) Discusses developing a long-term view of the positive place of older people in our communities while also considering the affects of current policies and programmes. Available from the Department of the Prime Minister and Cabinet Ph (04) 471 9175 Fax (04) 472 7281 E-Mail gean.niu@mx.parliament.govt.nz. *Directory of Women's Organisations and Groups in New Zealand*, useful for networking - divided into sections for easy use including government organisations, national women's organisations, Māori organisations and women's groups by region. Available from Ministry of Women's Affairs Ph (04) 473 4112 Fax (04) 472 0961 <http://www.mwg.govt.nz> (Note: the EEO Trust's address is incorrect in this publication)

EEO Employers Group Forges Ahead

54 of New Zealand's leading workplaces rushed to join the new EEO Employers Group - since its launch in June 1997. With such a promising start, the future is looking good for this elite employers' group.

Recruitment letters were sent to all employers of over 200 employees on the EEO Trust database, EEO Trust members and members of the Work & Family Network.

Organisations like AgResearch, New Zealand Employers Federation, Fletcher Challenge Forests, ASB Bank Limited, KPMG (Wellington), Heinz Wattie Limited, Aoraki Polytechnic, Enting Real Estate, the Retail Merchants Association, New Zealand Institute of Valuers and Shell New Zealand were among the first to send in their membership forms.

The reasons for joining were varied. At Fletcher Challenge Forests, managing diversity is considered integral to building the organisation's capability and the company believes in using its employees to build a sustainable competitive advantage.

The New Zealand Institute of Valuers joined because it was committed to equity amongst all its members and has a responsibility to represent the interests of more than 2000 individual parties.

At the North Shore City Council, management wanted to have access to information and advice that would help them to become a more diverse organisation which, in turn, would benefit the whole community.

KPMG (Wellington) joined because it wished to be seen as an employer interested in EEO issues.

With the membership of the Retail Merchants Association, Association management can draw on the quality advice which they, in turn, will pass onto members throughout New Zealand.

EEO Employers Group members have expressed strong interest in the EEO Trust Annual Survey which will enable them to benchmark their progress.

Survey data will be included in the EEO Index to be launched at the EEO Trust National Conference in Wellington, 13 November 1997.

EEO Employers Group members receive a package including a framed and personalised EEO Employers Group Charter and EEO Trust membership certificate, EEO Employers Group logo on disk in colour and black and white and in bromide, a specification sheet, a license agreement on the use of the logo and ideas on how to market their membership. Already organisations have approached the EEO Trust for additional copies of the specification sheet and bromide so their printers have the logo to use in recruitment advertisements.

Organisations which want additional copies of the framed EEO Employers Group Charter and EEO Trust membership certificate are welcome to contact the EEO Trust office (additional charges apply).

A list of paid EEO Employers Group members is on page 7.



To join the EEO Employers Group fill in the enclosed flier and post/fax it to the EEO Trust.

Dealing With Disability In The Workplace

In the first nationwide household survey of disability released in July 1997 by Statistics New Zealand, it was found that 19 percent of our total population has some form of disability.

Here we outline a few key results.

Adults with more than one disability	61 %
--	------

Age Brackets of Those With Disabilities

75 years and over	62%
65 years and over	50%
45 - 64 years	25%
15 - 44 years	12%
Under 15 years old	11%

Adults with Disabilities

Physical Disabilities	66 %
Sensory Disabilities	43 %
Psychiatric or Psychological Disabilities	13 %
Intellectual Disabilities	3 %

Further results from the Household Disability Survey were available from September 1997 and will include information about the use of, and unmet need for, special equipment and support services by people with disabilities in areas such as education, employment, housing, transport and home support.

What does this mean for workplaces?

Discriminating against people with disabilities is illegal under the Human Rights Act 1993. Furthermore, the Health and Safety in Employment Act 1992 puts responsibility on the employer to provide a safe and healthy environment. It makes good business sense to consider EEO initiatives for people with disabilities as a positive

employment policy strategy.

In light of the significant number of New Zealanders with disabilities, more than 636,000 nationwide, there is real opportunity for organisations to gain competitive advantage - just by considering these people and arranging business environments and activities accordingly. Right now, you could be losing customers, staff and money through not taking advantage of the skills of people with disabilities.

A reputation for valuing people with disabilities

Remember, people with disabilities include applicants, able-bodied employees who develop a disability through accident or illness as well as a significant proportion of your client base.

Having people with disabilities in a range of positions, from front desk to senior management, sends a clear message to people with disabilities as well as those who are able-bodied - you are a quality employer, who values the contribution of all those with talent.

What Employers Can Do

There are a number of workplace checks that employers can make to provide a suitable workplace for people with disabilities. Here are just a few of them.

- Physical layout of the workplace (eg does your workplace have disability access?)
- Communication (eg can your internal/external communications be read by those with a visual impairment, be heard by those with a hearing impairment?)
- Ergonomics (eg is your workplace furniture adapted for the needs of those with a disability?)

Employers serious about providing an appropriate workplace for people with disabilities may wish to employ the services of an appropriately experienced and qualified consultant. The EEO Trust has a database of consultants around New Zealand and can provide you with names of people you can talk to. Call the Information Manager, Robyn Ramage on Ph (09) 525 3023 or

E-mail ramage@eeotrust.org.nz

Available Literature on Disabilities

These resources are available for purchase through the EEO Trust by phone, fax or e-mail, and cover issues relating to people with disabilities in employment.



<i>Name of resource</i>	<i>Description</i>	<i>Price (plus p/h)</i>
Building Access and Usability Requirements	Details the requirements necessary for a building to have disability access.	\$10
Success Stories – Working With Disability	Video. Includes interviews with employees who have a disability. Also includes interviews with employers regarding the workplace modifications, and their cost (if any) and where to go for assistance.	\$50
Words Matter	A guide to avoiding language which discriminates against people with disabilities.	\$2.75

People with disabilities are not a homogeneous population. There are many different types of disability and degrees of severity. It cannot be assumed that there is a simple correlation between the type or level of disability and the type or extent of support needed.

People with disabilities are individuals and vocational supports must be flexible in recognition of this. Further, the varied needs of people with disabilities must be borne in mind in implementing changes to vocational support policy. Changes that suit one group will not necessarily be in the interests of all. Given this diversity an individual approach to the provision of disability support is required to provide the level of flexibility needed to meet the diverse needs of people with disabilities. Being employed is an important aspect of belonging to a community. A sense of identity is derived from work, and a feeling of contributing to society. Work may involve participation in day activities, training, work experience or employment. Income generated from work enables a person to have a greater level of economic independence which, in turn, opens up other opportunities to make choices that enhance quality of life.

People with disabilities want work that utilises their existing skills, provides job satisfaction, pays them for their productivity and offers the same kinds of protections (e.g. safe work environment) and benefits (e.g. paid holidays) as are enjoyed by non-disabled people. They also want abilities to be recognised through appropriate career advancement opportunities.

People with disabilities don't want preferential treatment, but they do want a level playing field for entry into the labour market.

Extract from Vocational Support For People With Disabilities -

A position paper from the disability sector.

Copies are available from the Disability Sector Coalition care of DPA (New Zealand) Inc.

P O Box 27-524, Marion Square, Wellington.

Ph (04) 801 9100, Fax (04) 801 9565.

Updating EEO

Kia ora

This year, the EEO Trust has concentrated its efforts in encouraging EEO action. With the Work & Family Network and the more recently formed EEO Employers Group, the EEO Trust has provided two significant practical ways to assist employers who are genuine in their desire to implement EEO.

We have been delighted with the response to the EEO Employers Group. So far, some of the biggest organisations have demonstrated their support of our initiative and we know that more will follow. Thank you to those organisations who have taken the lead and supported this initiative so early on.

In this issue of the EEO Trust News we have also announced the inaugural EEO Trust Work & Family Awards to take place in June 1998. These awards will reward organisations trying to find that elusive balance between their staff's work and family commitments. We believe these awards will attract significant media attention and, over time, will become more and more hotly contested.

The EEO Trust has recently released an Addendum to the EEO Self-Assessment Kit called, "Answers to Commonly Asked Questions". The



Trudie McNaughton

Addendum was produced following a survey amongst kit users which found that organisations needed help in prioritising EEO. The Kit and Addendum provide the mechanism by which you can make EEO a priority in your organisational planning processes. Our survey also showed that the best success rate

came from those organisations which had sent at least one representative to an EEO Trust Self-Assessment Kit seminar. These seminars have recently been run in Auckland and Wellington. If you would like the EEO Trust to do a seminar in your area or for your workplace please contact us.

We'd like to welcome our newest staff member, Pam Hutton. Pam is employed part-time as an Information Analyst working specifically with the EEO Trust's EEO Referral Database. Pam has a strong background in research and we are delighted that she will be part of the EEO Trust team.

Heoi anō

Hei konei rā

Trudie McNaughton

Mark Your Diary!

The EEO Trust National Conference and AGM

November 13 1997

"How New Zealand Employers Can Gain Business Success Through Diversity"

12.30-5pm, The Grand Hall, Parliament Buildings

Key Note Speaker Hugh Fletcher, Fletcher Challenge Ltd

Launch of the EEO Index

Special Sessions for EEO Employers Group members and members of the Work & Family Network



Talking about EEO

Trudie McNaughton, Executive Director, EEO Trust, will be a keynote speaker for the first ever **Northland**

Employment Relations Conference.

It's been organised by the Whangarei Employers Association for November 14 at the Quality Resort Waitangi. The conference covers EEO, recruitment, occupational safety and health, personal grievance and termination. For more information, contact Murray Broadbelt, Whangarei Employers Association, Ph (09) 438 4491 or fax (09) 438 6419.

'Beyond Unemployment' is the focus

of the third National Supported Employment Conference 1997, set for November 27/28, for more information contact Angela Ph (06) 354 2088 fax (06) 354 2588.

Massey University is holding a **Work and Family Conference** November 28-30. Contact Celia Briar, Ph (06) 350 5222, fax (06) 350 5681.

The State Services Commission is holding a conference entitled '**EEO The Principles and Payoffs.**' It will be held October 30-31 in Wellington. For more details contact the SSC, Ph (04) 495 6747, fax (04) 495 6699.

EEO Employers Group Membership

These organisations are serious about gaining business success through diversity. How do we know? Because they have joined the EEO Employers Group



AgResearch	Ministry of Maori Development Te Puni Kokiri
ANZ Banking Group (NZ) Ltd	National Account Collections Ltd
Aoraki Polytechnic	New Plymouth District Council
ASB Bank Ltd	New Zealand AIDS Foundation Inc.
Auckland City Council	New Zealand CCS Inc. Wellington
Auckland Institute of Technology	New Zealand Employers' Federation Inc.
BHP New Zealand Steel Limited	New Zealand Institute of Valuers
BOC Gases New Zealand Limited	New Zealand Post Ltd
Buller District Council	New Zealand Public Service Association Inc.
Central Health	North Shore City Council
David J. Patten & Associates	Pacific Island Business Development Trust
Department of Labour	Pharmacy Guild of New Zealand (Inc)
Dynasty Pacific Group Limited	Radio New Zealand Ltd
Early Childhood Development Unit	Retail Merchants Association of NZ Inc.
Education & Training Support Agency	Shell New Zealand Limited
Enting Real Estate Ltd	Sheraton Auckland Hotel & Towers
Finsec	Special Persons Attendant Network Agency Ltd (S.P.A.N.A.)
Fletcher Challenge Forests	Tapper Transport Ltd
Goodman Fielder Milling & Baking New Zealand Limited	T.C. Daniell Chartered Accountant
Heinz-Wattie Limited	Te Roopu Awhina O Whangarei Trust
KPMG (Wellington Office)	The University of Auckland
Learning Media Limited	Top Drawer Consultants
Local Government New Zealand	Waitomo District Council
LWR Industries Ltd	Wellington Newspapers Ltd
McDonald's System of New Zealand Ltd	Woolworths (N.Z.) Limited
Masterton District Council	
MidCentral Health Limited	
Milne Ireland Walker	
Ministry of Fisheries Auckland	

Current as at 24.09.97...54 Members
Please note: Only organisations who have paid their membership are listed

All EEO Employers Group members are current financial members of the EEO Trust. The EEO Employers Group joining fee is \$100 (an administration fee of \$25 is added to members' EEO Trust annual donation). When organisations join the EEO Employers Group they receive a framed and

personalised EEO Employers Group Charter and EEO Trust membership certificate, EEO Employers Group logo on disk in black and white and colour, bromide of logo, licence agreement and ideas on how to market their membership.

EEO Trust members

EEO Trust membership provides the income base for the EEO Trust to provide the services, resources, information, education and projects developed to assist employers. Government provides dollar for dollar matching funds to an agreed maximum.

Foundation Members

AFFCO New Zealand Ltd
Air New Zealand Ltd.
ANZ Banking Group (NZ) Ltd.
ASB Bank Ltd
Bank of New Zealand
Bendon Ltd.*
BP Oil New Zealand Ltd.
Carter Holt Harvey Ltd.
Coopers & Lybrand
Countrywide Banking Corporation Ltd.*
DB Group Ltd
Electricity Corporation of NZ Ltd.
Fay Richwhite & Co Ltd.
Fisher & Paykel Industries Ltd.
Fletcher Challenge Ltd.
Goodman Fielder (NZ) Ltd.*
Independent Newspapers Ltd.
Lion Nathan Ltd.*
LWR Industries Ltd.
National Australia Bank (NZ)*
New Zealand Dairy Group of Companies*
New Zealand Employers' Federation
New Zealand Post Ltd.
Progressive Enterprises Ltd*
Telecom Corporation of New Zealand
The National Mutual Life Association of Australia Ltd.
Tranz Rail Ltd.
WestpacTrust
Woolworths (NZ) Ltd.

* Not current financial members

Members

3M New Zealand Limited
Admor Consulting
AgResearch
Agriculture ITO
Airways Corporation of New Zealand Limited
AMP Society
Aoraki Polytechnic
Arthritis Foundation of New Zealand Incorporated
Associated International Management Services
Auckland City
Auckland College of Education
Auckland District Law Society
Auckland Institute of Technology
Auckland Kindergarten Association
Auckland Museum
Auckland New Venture Trust
Auckland Regional Chamber of Commerce & Industry
Auckland Regional Council
Auckland Student Job Search
AVCO Financial Services International Inc.
Bailey Printing Ltd.
Bay Of Plenty Polytechnic
Bell Gully Buddle Weir
BHP New Zealand Steel Ltd.
BOC Gases New Zealand Ltd.
Bristol-Myers Squibb (NZ) Ltd.
Brookfields
Buller District Council
Burke Melrose
Cadbury Confectionery Ltd.
Caltex New Zealand Ltd.
Canterbury Meat Packers Ltd.
Central Health
Chapman Tripp Sheffield Young
Christchurch City Council
Civil Aviation Authority Of New Zealand
Classification Office
David J. Patten & Associates
Department for Courts
Department of Internal Affairs
Department of Labour
Corporate Office

Industrial Relations Service
Labour Market Policy Group
New Zealand Employment Service
New Zealand Immigration Service
Occupational Safety and Health Service
Department of Prime Minister and Cabinet
Department of Social Welfare
Drake International
Dynasty Pacific Group Limited
EAP Services (Employment Assistance Programme)
Early Childhood Development Unit
Education & Training Support Agency
Elvic Group
Enting Real Estate Ltd
Environment Waikato Regional Council
Equity Works Limited
FinSec
Fletcher Challenge Ltd. Business Sectors:
Building Products (including Winstone Wallboards, Fletcher Wood Panels, Plyco Doors, Scott Panel & Hardware, Fletcher Homes and Fletcher Aluminium)
Concrete Industries (including Golden Bay Cement Co., Firth, Winstone Aggregates PlaceMakers, Hume Industries and Challenge Properties Ltd.)
Fletcher Challenge Construction New Zealand and South Pacific Limited
Fletcher Challenge Energy (including Fletcher Challenge Petroleum and Fletcher Challenge Power and Infrastructure)
Fletcher Challenge Forests
Fletcher Challenge Steel Sector (including Fletcher Steel-Coil Coaters, Fletcher Challenge Steel & Wire, Dimond Industries)
Pulp and Paper South & Asia (including Tasman Asia Shipping and Tasman Pulp and Paper)
Ford Motor Company of NZ Ltd.
Formway Furniture
Franklin District Council
Fuji Xerox New Zealand Ltd.
G & C Cleaners
Gill Ellis & Associates Ltd.
Gilmour McGregor & Associates Ltd.
Goodman Fielder Milling & Baking New Zealand Limited
Greene Hanson Human Resource Consultants
Hamilton City Council
Harrah's Sky City Casino
Hawke's Bay Regional Council
Health Waikato Ltd
Heinz-Wattie Limited
Hendriks Human Resources Limited
Hine Kou Tou Ariki Trust
HortResearch
Human Resource Associates (NZ)
IEC House
IHC
Impact (NZ) Limited
Independent Communications
Independent Newspapers Ltd - including Central Community Newspapers Ltd
Gordon and Gotch (NZ) Ltd
Herald Communications Ltd
Independent Community Newspapers Ltd
Independent News Auckland Ltd
INL Magazines
News Media (Auckland)
The Christchurch Press Company Ltd
The Manawatu Standard Ltd
The Nelson Mail Ltd
The Southland Times Company
Taranaki Newspapers Ltd
Waikato & King Country Press Ltd
Wellington Newspapers Ltd

Inland Revenue Department
Institute of Personnel Management NZ
Insurance Council of New Zealand Inc
Investment Savings and Insurance Association of NZ Inc.
Johnson & Johnson Pacific (NZ) Ltd
KPMG (Wellington Office)
Lampen Group Ltd - Auckland
Lampen Group Ltd - Wellington
Learning Media Limited
Learning Unlimited
Legal Resources Trust
Lincoln University
Lingard Labour Markets Limited
Local Government New Zealand
Mac-In-Touch Ltd.
McDonald's System of New Zealand Ltd
McIntyreWhite Management and Training Consultants
Manukau City Council
MAS Technology Ltd.
Masteron District Council
Maunu Children's Health Camp
Merck Sharp & Dohme (New Zealand) Ltd.
Mercy Hospital and Health Services
MidCentral Health
Midland Health
Milburn New Zealand Ltd.
Milne Ireland Walker
Ministry of Commerce
Ministry of Cultural Affairs
Ministry of Education
Ministry of Fisheries Auckland
Ministry of Foreign Affairs and Trade
Ministry of Transport
Mobil Oil NZ Limited
Mount Maunganui Training Centre
National Account Collections Ltd.
National Library of New Zealand
NCR (NZ) Limited
Nelson Polytechnic
New Plymouth District Council
New Zealand AIDS Foundation Inc.
New Zealand CCS Inc. National Office
New Zealand CCS Inc. Wellington
New Zealand Contractors' Federation
New Zealand Customs Service
New Zealand Dairy Board
New Zealand Defence Force
New Zealand Engineering Printing and Manufacturing Union
New Zealand Federation of Voluntary Welfare Organisations
New Zealand Free Kindergarten Assoc. Inc.
New Zealand Institute of Management
New Zealand Institute of Valuers
New Zealand Kiwifruit Marketing Board
New Zealand Master Builders Federation
New Zealand Meat Industry Association (Inc)
New Zealand Police - Auckland Services District
New Zealand Police Department
New Zealand Public Service Association (Inc)
New Zealand Society of Accountants
New Zealand Society of Local Government Managers
Nissan New Zealand Ltd.
Northland Polytechnic
North Shore City Council
Office of the Auditor-General
Opal Consulting Group
Otago Museum
Otago Polytechnic
Pacific Island Business Development Trust
Pacific Island Chamber of Commerce
Palmerston North City Council
Pharmacy Guild of New Zealand (Inc)
Philippa Walker & Associates Ltd.
Philips NZ Limited
Pohlen Kean Ltd.
Point of View Productions Ltd.

Price Waterhouse
Prometheus Ltd
Public Trust Corporate Office
Radio New Zealand Ltd
Reese Viscount Ltd.
Remuera Primary School
Reserve Bank of New Zealand
Retail Merchants Association of NZ Inc.
Rivers O'Regan Lynch
Rotorua District Council
Royal New Zealand Foundation for the Blind
Selwyn District Council
Sheffield Consulting Group Limited
Shell New Zealand Ltd
Sheraton Auckland Hotel & Towers
Simpson Grierson
South Pacific Art Trust
South Waikato District Council
Southern Pacific Hotels Corporation (NZ) Ltd
Southland District Council
Southland Regional Council
Sovereign Catering
Special Persons Attendant Network Agency Ltd.
Specialist Education Services
Statistics New Zealand
Tai Poutini Polytechnic
Tall Poppies & Co. Ltd.
Tapper Transport Ltd
Tasman Asia Shipping Company Limited
Tauranga District Education Trust
T.C. Daniell Chartered Accountant
Television New Zealand
Telford Rural Polytechnic
Te Kotahitanga ki Manurewa Kokiri
Te Puni Kokiri
Te Roopu Ahwhina O Whangarei Trust
Te Taura Whiri i te Reo Maori
The Correspondence School
The Employers' and Manufacturers' Association
The Last Footwear Company
The National Bank of New Zealand Ltd.
The National Foundation for the Deaf Inc.
The Pharmaceutical Society of New Zealand
The Todd Corporation
The Treasury
The University of Auckland
The University of Otago
The Upper Hutt Kindergarten Association
Thompson Powell Consulting
Tony Dawe Management Consultant
Top Drawer Consultants
Tower Financial Services Group
Trans Power
Unitec Institute of Technology
Upper Hutt City Council
Waiariki Polytechnic
Waikato District Council
Wainuiomata Community Policing Centre
Wairarapa Free Kindergarten Association
Waitakere City Council
Waitomo District Council
Wanganui Regional Community Polytechnic
Watercare Services Limited
Watson Wyatt New Zealand Limited
Wellington City Council
Wellington College of Education
Wellington Community Child Care Association
Wellington Regional Chamber of Commerce Ltd.
Wheeler Campbell Consulting Limited
Wilson Parking New Zealand (1992) Ltd.
Workbridge Inc.
Workplace New Zealand

Membership

The EEO Trust is a membership-based organisation and is dependent on donations from members to achieve its objectives. Annual donations vary according to the number of employees in your organisation. All organisations giving donations become members of the EEO Trust.

Employees	Donation p.a.
1 - 19	\$100
20 - 50	\$100 - \$200
50 - 100	\$200 - \$500
100 - 200	\$500 - \$1000
200 +	\$1000 - \$2000