



SEPTEMBER 2019

Bringing your whole self to work

DIVERSITY AND INCLUSION UPDATE



What does it mean to be an Inclusive Law Firm?

Like many large, successful organisations, at DLA Piper New Zealand we are defined by our people. We are one of the world's largest law firms, with lawyers and people in more than 40 countries throughout the Americas, Asia Pacific, Europe, Africa and the Middle East. As a business, we must reflect not only the diversity of our clients but the many communities and countries in which we work.

As a result, we need to have a constant on-going conversation with ourselves about what the diversity and inclusion initiatives in our workplace need to achieve. It's so important that we get this right. A diverse and inclusive workplace certainly requires its leaders to be compassionate, but also curious about the direction and outcomes of its various D&I programmes. Our programmes (which you will learn about more in this publication) are an opportunity for all of us in the firm, to hear and learn more about others experiences even if it feels pretty uncomfortable sometimes.

Most of the time it's these stories that bring us closer together as a workforce, enhance our understanding of each other and allow us to truly be ourselves, everyday.

“Inclusion is not a matter of political correctness. It is the key to growth.”

– Jesse Jackson



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Martin Wiseman

New Zealand

Country Managing Partner

Our journey so far

Over the past year in New Zealand we've continued a number of new conversations about diversity and difference. We have celebrated difference through a range of cultural events embracing diversity such as Te Wiki o Te Reo Māori, Chinese Language Week, Matariki, Diwali, and Chinese New Year.

We have raised awareness of age diversity in the workplace through surveys, debates and even gameshow events celebrating not only the differences in the generational gap between 'baby boomer' and 'millennial' but also the huge areas of common interest.

We have continued to empower our women lawyers celebrating the 125th anniversary of women's suffrage in New Zealand. We also signed up to the New Zealand Law Society Gender Equality charter – a charter committed to tracking the firm in improving gender equality and inclusion.

Our support for our LGBTI community and colleagues has involved conversations around bullying, 'wear it purple' and PRIDE. We have engaged with Rainbow Youth, had unconscious bias training, and taken the IRIS pledge. A third of our employees are members of a Diversity and Inclusion Committee.

However diversity and inclusion is not a set and forget exercise. It's about real people in an ever changing world. Our commitment to creating an environment where people bring their whole selves to work is a journey that will continue well into 2019 and beyond.

What does it mean to bring your whole self to work?

Efforts to embrace, value and incorporate diversity are now woven into our culture. As leaders, it's up to us as partners to remind our people to celebrate their diversity so that they feel they can belong, connect and form their own communities in the workplace. As a firm we are on a journey to ensuring that all our people are accepted and valued for who they are. However, we have only truly mastered inclusion when all our people feel encouraged to bring their whole selves to work.

But what does that mean? So many things: vulnerability, authenticity, occasional discomfort, seeing, hearing, valuing people not just for what they do but for who they are.

I think Frederic Laloux describes it best when he says:

“We are all of fundamental equal worth. At the same time, our community will be richest if we let all members contribute in their distinctive way, appreciating the differences in roles, education, backgrounds, interests, skills, characters, points of view and so on.”



Laura Scampion

Partner, Head of Diversity and
Inclusion New Zealand

Te Reo Māori at DLA Piper

For the past two years we have been proud to offer lessons in te reo Māori and tikanga Māori to all our people in our Auckland and Wellington office, with our fantastic kaiako Neihana and Piripi.

These lessons are a great chance for our people to learn, bond, laugh and get to know interesting things about each other – including via pepeha and waiata. Hearing the maunga and awa that a person identifies most strongly with tells you a bit about them, as does hearing their attempts to sing! There has been really enthusiastic participation in our te reo and tikanga lessons, with ākongā including our oldest baby boomer partner, our youngest Gen-Z secretary and all sorts in-between. It has fostered some great kotahitanga and whanaungatanga, and has required participants to

suspend any whakamā and live one of our values: Be Bold. As the kīwaha goes: *Tūwhitia te hopo; feel the fear and do it anyway!*

One thing that is very evident from our lessons is that te reo and tikanga Māori are inextricably intertwined – you cannot learn one without the other. For those of us with Māori ancestry it has been a great annual kick up the behind to progress our te reo journey and use phrases around home. It is also one of the ways in which DLA Piper acknowledges Māori as tangata whenua in Aotearoa.

Here are a couple of short, personal stories from our Auckland Te Reo students highlighting what prompted them to learn and what it means to them.



Richard van den Bos
Senior Communications Advisor

Having moved to New Zealand at the age of 14, I feel that I missed a lot of foundational knowledge of te reo. Our classes are a great way of getting up to speed on the Māori language, history and protocol that I missed out on – and that every New Zealander should know.



Nikki Stillwell
Legal Secretary

I was excited about the opportunity to take Te Reo classes through work. For a long time I've been wanting to improve my pronunciation and expand my vocabulary. Before finding out these classes were going to be offered, I had researched local classes and found them mostly booked out so having the opportunity to take classes at work once a week has been a real privilege for me.

I've found the classes very helpful for my pronunciation and to learn the importance of macrons.



Reuben Woods
Partner

Cultural diversity in the workplace

In June we hosted two fellows Felix Weape and Hariton Kasibolo, as part of our Global Scholarship Programme.

The Global Scholarships Programme (Programme) was developed off the back of the United Nations Development Programme's (UNDP) recognition of the severe structural impediments to sustainable development in less developed countries. Such impediments make these countries particularly vulnerable to economic and environmental shocks. The UNDP identified that these countries

need to improve the quality of their human capital in order to improve their gross domestic product.

The Programme supports outstanding law students, known as Fellows, from less developed countries around the world and helps them define and achieve their own professional goals

Outside of the experiences the students gained shadowing our commercial lawyers, attended seminars and developing business skills, Felix and Hariton

were invited to a morning tea with our Chief Justice Dame Helen Winkelmann, Justice Joe Williams, and their clerks. They also attended their first live rugby match. Their trip to New Zealand was a chance for us to learn from them too; their passion for improving access to justice in the Solomon Islands, and addressing pressing issues affecting their islands such as climate change gave us all a reminder of why we got into law and the positive change we can work towards.





Taking the IRIS pledge

As one of the world's largest law firms, it's important we have a strong network to provide support around the world. Although there has undoubtedly been progress for LGBTI rights in recent years, there's still a lot of work to do to eliminate discrimination and embrace diversity.

In more than half the countries in the world, LGBTI employees are not protected from discrimination in the workplace; in eight of those countries homosexuality is punishable by death. It's not just the responsibility of LGBTI individuals to advocate for LGBTI rights and inclusive environments – everyone in the workplace helps to provide

a safe environment for people to be themselves and being inclusive, approachable and supportive to our colleagues is part of our values. Supporters are fundamental to promoting awareness, improving standards of conduct and driving cultural changes. They are some of the most effective and powerful voices of the LGBTI movement.

At DLA Piper, an increasing number of us have taken the IRIS pledge. Those who have taken the pledge have committed to:

- Being visible by displaying their IRIS pledge sticker on their laptops
- Speaking out against inappropriate jokes, comments or language.
- Asking questions, acknowledging uncertainties and encouraging conversations.
- Demonstrating leadership by being visible, saying 'LGBTI equality at work is important' and positively affecting the culture and tone within the firm.
- Making it personal by talking about their own experiences or sharing those of others, demonstrating to colleagues that LGBTI equality isn't something they're doing because they have to but because they want to.
- Joining in by attending IRIS events, getting involved in local initiatives, using the network as an opportunity to network with clients or simply showing their support for colleagues.

Here are some of the reasons our people have taken the pledge:



Mark Allen
IT Trainer

“I support the IRIS pledge because everybody should feel as if they can be themselves in the workplace, community and within the world without any prejudice or discrimination.”



Melissa Johnston
Special Counsel

“Making an IRIS pledge is important to me as I believe that everyone should be able to bring themselves to work, and be accepted for who they are. The pledge represents my commitment to what I believe in, and what I think is important for all workplaces.”



Reuben Woods
Partner

“For me it’s a statement of my firm belief that diversity enriches our cities, country, friend and family groups and lives – and the LGBTI community certainly does that. My old man always used to say “life would be extremely boring if we were all the same” – and I’m a big believer in that.”



Olivia MacLean
Legal Secretary

“Every single person, no matter how they identify or who they are, should feel safe at Home and in the office. Having multiple family members and friends who identify as rainbow community members, this pledge was doubly important to me to show my friends and family that my allegiance to the community and to providing a safe and welcoming environment encapsulates my whole life.”



International Women's Day 2019

International Women's Day 2019 was a day to take stock. Since the 1990s, more women than men have been graduating in law, but the profession has dragged the chain in accommodating women in senior roles. That is changing, which is something to celebrate. In fact, DLA Piper New Zealand can look back on a century of celebration. We made a woman partner 100 years ago.

Our Auckland office began when Edmund Mackechnie started his practice in 1870. Women wouldn't be generally employed in law firms until the labour shortages of World War I fifty years later, aside

from a very few office clerks and "typistes" (female operators of the new-fangled typewriter). While they did begin to practise law very late in the 19th century (Ethel Benjamin received her degree from Otago University in 1897), it wasn't until the mid-1970s that women started to graduate in law in significant numbers.

Considering that context, DLA Piper has always been well ahead of the game. In 1900, the firm's first known female staff member was Miss Baird, a shorthand writer and typiste employed in Auckland. She was

possibly the only one employed in a law firm in New Zealand at the time. Soon after, other women were taken on as support staff in Auckland, and in 1905 a "lady clerk" was appointed Assistant Bookkeeper.

Luckily it got better. The first two women to be admitted to the legal profession in Wellington, Lyra Taylor and Crissy Corry, were employed in our Wellington office. Both were admitted in 1918.

The first Māori woman known to have worked for the firm, Ria Tahiwī, was recruited in 1919. Later that year Lyra Taylor became a partner in the

Wellington office. Lyra is thought to have been the first woman lawyer to practise in partnership in New Zealand, and possibly the only one until the 1940s. From early in her career Lyra Taylor had an interest in social justice issues, particularly as they affected women and children. She was involved with the National Council of Women from 1918 and was a pro bono lawyer for the Society for the Protection of Women and Children from 1921. She went on to work, lecture and study overseas, became renowned for her social work, and was awarded an OBE.

The Auckland office employed Gertrude Marton, an Austrian war refugee of Jewish descent, who graduated in law in Vienna in the 1930s. She is thought to have been, in the 1940s, the first foreign-qualified woman lawyer to practise and be admitted in New Zealand.

The list goes on. In the 1980s, partner Anne Gaskell worked as a prosecutor with Wellington's Crown Prosecutor, the first woman to do so. In 1989 she was made a District Court judge.

Dame Helen Winkelmann (pictured in main image with Felix and Hariton on page 7) was the Auckland office's first female partner. Helen was appointed to the High Court bench in 2004, became Chief High Court Judge in 2010, joined the Court of Appeal in 2015 and was appointed Chief Justice in 2018.

In 1989, 5% of the partners were women. Leslie Davidson was our first female Practice Manager. The proportion of women partners reached 30% in 2006. When the firm became part of global business law firm DLA Piper, Laura Scampion was the first person appointed a partner of DLA Piper New Zealand.

Now, 43% of our partners are women. While often it is simply outstanding individuals like Lyra Taylor who break through barriers, DLA Piper has a system in place to help us. Our global Leadership Alliance for Women initiative has held world-wide firm conferences attended by 2,500 DLA Piper lawyers and clients. We cannot be a leading global business law firm without also leading in the advancement of

women. We aggressively pursue strategies to retain, promote and develop our women lawyers and address the vestigial underlying reasons for gender disparities in the profession.

Before progressive changes happen, there are always people who swim, bravely, against the tide. In the Law they have been women, and DLA Piper is proud of its record in supporting them.

The women of 1919 would say "It's about time." For us, it always has been.



Tracey Cross
Partner



Diversity in FinTech panel discussion

We recently hosted a high-powered panel discussion on the 'Future of FinTech Leadership' in conjunction with Techweek19.

We know that new models will up-end the way we do business. Disruption will revolutionise financial services offerings. This is where the other 'D-word' on everyone's lips enters the frame. What does diversity mean in the Financial and Capital Markets Sector? How does it apply to customer-facing processes, transactions and ever-more-interactive software?

It's to do with the people we do business with. This is the New Age of demographics, and customers are changing, globally and locally. From 2038, people from Māori, Pacific and Asian descent will make up more than 50% of the population. But right now,

the boards of our big institutions reflect the society of their founders. That society is disappearing.

We need to bring 'cognitive diversity' into sectors – people who can use both the left and right sides of their brains in this new era. One example, given by panellist Carmen Vicelich, is someone in a technical software coding role. They may be outstanding at coding, but lack empathy for the product end-use of their work. The FinTech sector (as well as Law) needs to reach a much more diverse group of people.

A useful new way of regarding diversity was described at our discussion: instead of a 'cultural fit' when hiring, look for a 'cultural add'. That cultural add has a cognitive benefit – it introduces a constant injection of fresh perspectives.

Diversity is everywhere, inclusion is not. We are actively looking at ways we can address this at DLA Piper. We believe that diversity initiatives need to be more than quotas and buzzwords. Sectors including FinTech can leapfrog into where the future market awaits. The key is recruitment: getting people on board (not just on your board) who will improve your offering as well as build a better society.



Katie Carson

Partner

Our D&I team

HIP

Committee to promote and enhance a culture that is inclusive of all races and cultures whilst recognising the uniqueness of Māori as tangata whenua of our country.



Reuben Woods
Partner



Pavanie Edirisuriya
Senior Associate

BMX

Committee to develop mutual enrichment and education of a multi-generational workplace.



Sam Wilson
Senior Associate



Rachel Taylor
Partner

FLEX

Committee to establish framework, policy and culture around flexible working, workplace agility and wellness.



Nick Valentine
Special Counsel



Libby Irwin
Head of Human Resources

LAW

LAW is an initiative, established in New Zealand in 2013 to empower women lawyers by developing leadership skills and creating business development opportunities.



Tracey Cross
Partner



Vicki Sutherland
Senior Marketing Advisor

IRIS

Committee to promote an inclusive work environment for all colleagues particularly those who identify with LGBTI.



Laura Scampion
Partner



Rachel Bermudez
People Projects Consultant

