

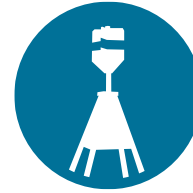


Jan Pierce Kaihautū and Deputy Secretary Customer Delivery

Diversity of thought will strengthen hydrography



A little about us...





We're the government's lead agency for property and location information, Crown property and managing overseas investment – working across land, sea, data and regulatory areas.

Products and services

- **Charts**
- **Data**
- **Geodetic**
- **Land records**
- **Landonline**
- **Maps**
- **Maritime Safety**
- **Place names**
- **Tides and tidal streams data**



We provide expert property and location information, manage Crown land, and regulate overseas investments.

The data we release, information we publish, and services we offer to help New Zealanders access the 'power of where'.

Rules, standards and guidelines for professionals and others working in our regulatory systems and using our products and services.

Our people



Gender diversity

All Staff

Female
51.4%

Male
48.1%

Gender diverse
0.5%

Senior leadership

Tier 1

100%
Female

0%
Male

0%
Gender diverse

Tier 2

75%
Female

25%
Male

0%
Gender diverse

Tier 3

61.9%
Female

38.1%
Male

0%
Gender diverse

Diversity has real benefits that go beyond what we know



Photo credit Ivan Bandura

Diversity has real world benefits

You have different experiences that lead to different decisions.

Group conversations will change.

You better understand the audiences you serve.

Gain a world wide perspective, with a local flavour.

Increased creativity and ideas.

Achieve better results because you have more well thought through inputs.



You can be a part of this change

Photo credit Ivan Bandura

New Zealand Government

Papa Pounamu sets the diversity and inclusion work programme for the wider Public Service.

Includes the following programmes:

1. Addressing bias.
2. Building relationships.
3. Cultural competence.
4. Employee-led networks.
5. Inclusive leadership.

How did we change

Listen. Understand where you have imbalance, and act.

Form a plan (with diverse people) of how you will tackle the change.

Learn to value all people's perspectives and show appreciation.

Be open to change, how you communicate, recruit and retain people with a healthy culture.

How Hydrography can reach it's potential...



Photo credit Ivan Bandura

What got us here, might not get us there.

One of Hydrography's biggest challenges is that not enough people know about us.

Doing things like having more women and allowing people to be their best authentic selves opens up new ideas and possibilities.



You hold the answer

Photo credit Ivan Bandura