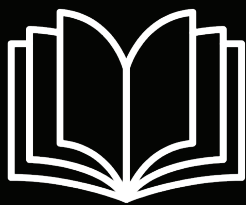


HE TAINING THE PEOPLE

Diversity, equity and inclusion census 2025

Findings in Easy Read



Easy Read



Commercial
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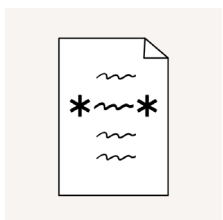
About Easy Read



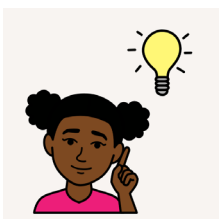
This is an Easy Read book.



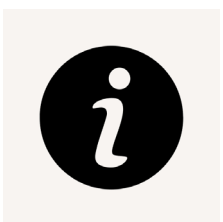
Easy Read uses pictures to explain ideas.



New words are ***bold with stars***.



We tell you what new words mean.



Easy Read includes key information.



Get more information on our website
www.commscouncil.nz/he-tangata

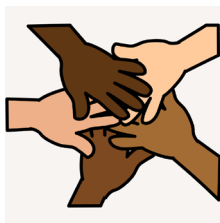
About this book



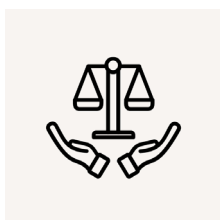
This book explains 2025 ***census*** findings about ***DEI*** in ***Aotearoa***.



A census is a study of everyone in a country.



DEI stands for ***diversity, equity and inclusion***.



Diversity, equity and inclusion means everyone has fair treatment and equal opportunities.

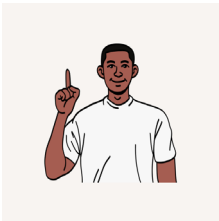


Aotearoa means New Zealand.

Who did we focus on?



We focused on people in the
creative, media and advertising sector.



We call it **our sector** in this book.

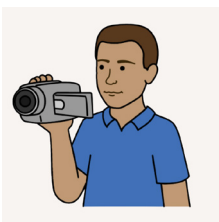


Our sector includes many different creative jobs.

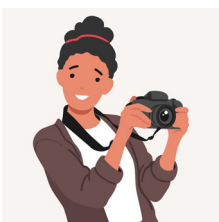


Creative sector jobs might be

- graphic design

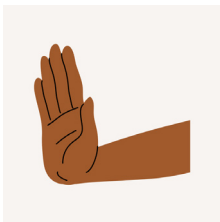


- film making



- photography.

Our report



We made a report about

- things that stop our sector from being inclusive



- things that help our sector be inclusive.



We have data from **889 people** in our sector.



We wanted to help the public

- know what is happening now



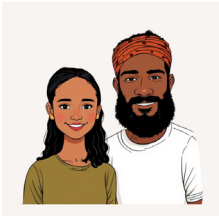
- make diversity, equity and inclusion better in the future.

Key findings

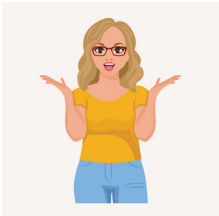
Who works in our sector?



The census explored who works in our sector.



Not as many Māori and Pacific Peoples have jobs in our sector, compared to other sectors.



More European people work in our sector, compared to other sectors.



More young people work in our sector, compared to other sectors.



Our sector has more

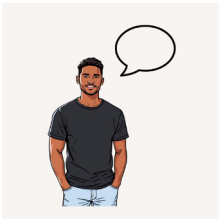
- women



- Rainbow people



- ***Takatāpui*** people.

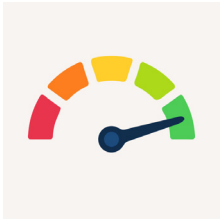


Takatāpui is a traditional Māori word.

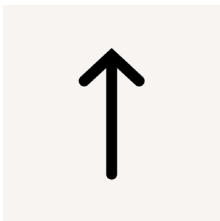


Takatāpui means we welcome all Māori with diverse genders and sexualities.

How inclusive is our sector?



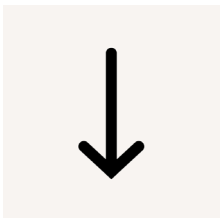
An ***inclusion index*** is a number score that measures inclusion.



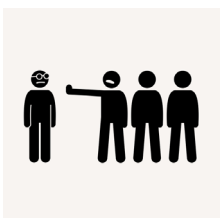
Higher scores mean **more inclusive**.



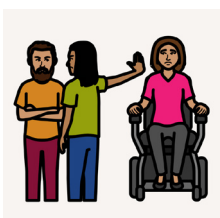
Our sector had a lower score in 2025 compared to 2023.



The score dropped from 71 to 60.



More people reported ***discrimination*** in 2025 compared to 2023.



Discrimination means people get unfair treatment because of who they are.

Different group scores

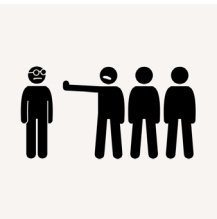


Different groups had different scores.

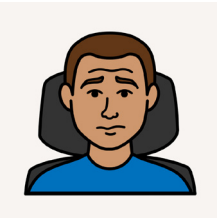


Disabled and neurodivergent people

- had the lowest scores



- reported bad treatment more often.



People with ***intersectional identities*** also had lower scores.



Intersectional identities mean you fit in more than 1 group.

Older people



People aged over 45 years old had the highest inclusion scores.



But ***age based discrimination*** was more common for people over 45 years of age.



Aged based discrimination means you are treated unfairly because of your age.

Managers and leaders

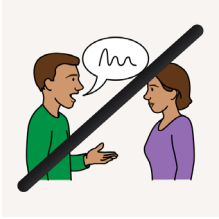


Middle managers faced more discrimination compared to leaders.



Middle managers look after other workers, but they are not the leaders of the company.

Do people speak up?

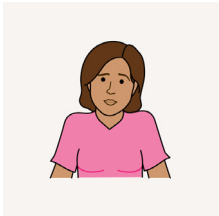


Most discrimination was **not** reported.



Some people did not report because

- they thought it might make them look bad



- they thought it would not lead to change.

Leaving work



14 percent of people had left a job because of discrimination.

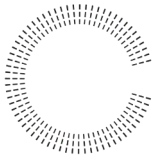


This was more common for

- Pacific Peoples

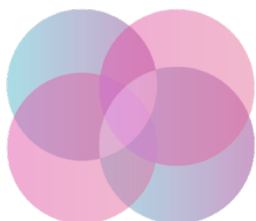


- Rainbow or Takatāpui people.



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Embrace **Access**

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