# Diversity and Inclusion Survey

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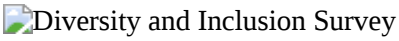


Co-authored by Emma Evans

Sport NZ undertook a comprehensive and confidential survey across the play, active recreation and sport paid workforce and governing boards in October 2020 with a specific focus on diversity.

Conducted on behalf of Sport NZ by Angus & Associates, the survey explored the make-up and experiences of the paid workforce within the participating organisations.

The data and insights provided through this research will be used to inform and support several of the measures identified in the leadership outcomes of both the Women and Girls in Sport and Active Recreation Strategy and the Disability Plan.

This work will also shape future discussions across Diversity and Inclusion with plans to repeat the survey in 2022 and 2023.

The first of the three annual surveys shows age, gender and ethnicity are dimensions where improvements will likely make a significant impact.

**Key findings of the survey are:**

- A 15% gender pay gap based on the median annual income
- More females than males see poor remuneration as the main barrier to progression in the sector
- The sector has an aging workforce – over-represented by ages 36 to 64
- Sector board members are skewed towards ages 55+
- NZ European are more likely to be in leadership roles
- The sector's workforce under-represents Asian and Pasifika

The main report provides a representative view of the entire sector, while Sport NZ and all participating organisations with more than 10 respondents receive their own confidential individual reports. Those with less than 10 respondents will receive a report summarising the results of other organisations of the same type (e.g. Regional Sports Trust, Regional Sports Organisations, clubs).

**Read the full report here:** Diversity and Inclusion main report

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