

Celebrating Diversity With The Rainbow

Tick

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Rainbow Tick is a national certification programme that assesses how well a workplace understands and welcomes sexual and gender diversity.

“A culture of diversity and inclusion is a continuous process that has been part of our firm’s DNA right from the start,” says CEO Cecilia Burgess. “Embracing and celebrating diversity has helped us to create a dynamic, strong and well-connected workforce of open-minded and supportive professionals.”

To achieve the Rainbow Tick, CLM had to benchmark itself in key areas such as internal polices, support for internal diversity groups, the provision of educational resources and facilities for staff who are transgender, non-binary or contemplating transition, and support for wider rainbow community initiatives.

“This year our firm was the principal sponsor of Tauranga Moana Pride Picnic, and we have previously raised funds for Rainbow Youth. We also sponsor Pride in Health which is a trust set up for health professionals to improve their knowledge and confidence in healthcare for the LGBTTQIA+ population,” Cecilia explains.

“As a firm, we wrote a submission on the previous Government’s Conversion Practices Prohibition Legislation Bill. And internally, we have an Inclusion Team comprised of employees from all levels within our firm including senior management and the partnership team. This Inclusion Team has Rainbow and LGBTTQIA+ representation in its membership, and works to embed diversity and inclusion policies and recruitment practices within our workplace.”

A policy has now been developed to support transgender employees who are transitioning at work. There is also specific guidance for managers on how to support those employees during that journey. Gender neutral bathroom facilities are now available, and all staff are encouraged to celebrate Pink Shirt Day (anti bullying) and Wear It Purple Day (Rainbow

Youth).

“Our aim is to continuously learn and grow with the wider Rainbow community to ensure that all the needs of our Rainbow staff are being met.”

CLM is proud to now be recognised with a Rainbow Tick and will continue to provide a work environment that inspires, nurtures respect, and allows staff to be their true selves.