



Realising 2030

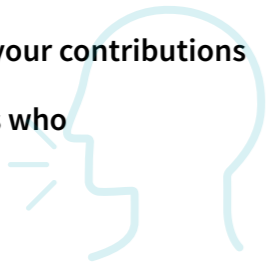
Mental Health and Wellbeing Diversity, Equity and Inclusion

In 2023, New Zealand Red Cross ran a wellbeing survey for members and employees, a diversity, equity and inclusion survey for employees, and focus groups about diversity, equity and inclusion for members.

The key messages we heard from Red Cross people are that you want to ...

Be Seen and Heard

- Have channels to have a voice and share aspirations
- Champion diverse needs and perspectives
- See people like you in leadership positions across the organisation
- Feel well-consulted about change
- Feel recognised for your contributions
- Have people leaders who listen to your ideas



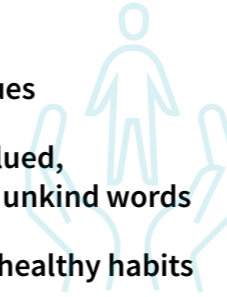
Be Supported

- Have the tools, training and equipment you need from when you start
- Have opportunities for growth and development
- Have a manageable workload
- Have clarity about your role and responsibilities
- Have autonomy over your work and activities
- Have good support from your people leader



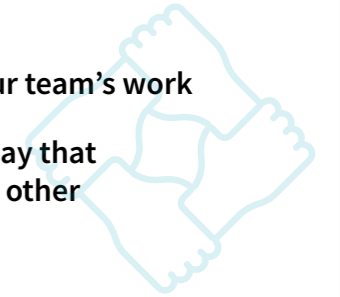
Be Safe

- Feel you can bring your whole self to work
- Have clear pathways to access support or help
- Build knowledge and skills in mental health and wellbeing, and cultural safety
- Feel you can speak up about concerns or issues
- Feel respected and valued, and not the subject of unkind words
- Be supported to have healthy habits



Be Connected & Included

- Feel accepted as you are
- Feel welcome, with a sense of belonging and community
- Feel connected to our vision and mission
- Receive regular communication from leaders
- Contribute to your team's work
- Participate in a way that is flexible to your other commitments



So we will work to focus on...

Visibility and Accessibility



- Recognise and understand the different needs of Red Cross people
- Enable access to our digital and physical environments with fit-for purpose tools, equipment, information and training

Communication and Engagement



- Enable ways for you to have a voice and connect with each other
- Keep you up-to-date with what's happening at leadership levels
- Support you to engage in healthy habits and to manage non-work challenges

Personal Development



- Provide opportunities for growth, development and leadership pathways
- Support upskilling in mental health, wellbeing, te ao Māori, diversity, equity and inclusion, and other skills important to your role