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NEW ZEALAND SOCIETY FOR
EARTHQUAKE ENGINEERING

SESOC

**NEW ZEALAND
GEOTECHNICAL
SOCIETY INC**

A Collaborating Technical Society
of Engineering New Zealand

Diversity and Inclusion statement jointly prepared by

NZSEE, SESOC and NZGS

As technical societies, we recognise that diversity, equity, and inclusion (DEI) are critical to the growth, innovation, and success of the engineering profession. We strive for technical excellence in all societal contributions, therefore by creating a culture of inclusion, the pool of technical expertise only increases furthering the capabilities of the societies to deliver for their members.

Engineering remains a sector that lacks diversity, and it is upon all of us—leaders, members, and partners—to continue to foster a more inclusive and diverse industry. Change comes from the top, and as technical societies, we have an important role to play in leading this transformation.

Commitment to Representation

We will continue to commit to ensuring diverse representation across all aspects of our society, including:

- Targeting a diverse and inclusive Management Committee.
- Ensuring conference speakers and panellists ensure diversity, and that opportunities to contribute and lead are available to all.
- Requiring technical subgroups, working groups, webinars, seminars and publications to promote inclusive participation and recognise the value of varied perspectives in engineering solutions.

Creating a Safe and Empowering Community

We strive to create a professional environment where all individuals—regardless of gender, race, ethnicity, disability, sexual orientation, or background—feel safe, valued, and empowered to succeed. This includes:

- Raising awareness of systemic barriers and unconscious biases that impact career progression and workplace culture.
- Providing support networks that foster mentorship, sponsorship, and professional development opportunities.



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Changing the Public Perception of Engineering

The way engineering is perceived plays a significant role in attracting diverse talent. We commit to actively reshaping outdated stereotypes by:

- Promoting diverse role models in engineering to inspire future generations.
Ensure that all public facing roles consider diverse representation.
- Showcasing engineering as a field that values and is driven by collaboration, creativity, and inclusivity—not just technical skills.
- Engaging in outreach programmes and partnerships to encourage participation from underrepresented groups.

Guiding Principles for a More Inclusive Industry

To drive lasting change, we commit to embedding the following principles in all society activities:

1. Equitable Opportunity – Understand that opportunities within and aligned with the technical societies have been defined by the people who have held them to date. Advocate for strong candidates in all roles and positions within societies, while making space for diverse voices to contribute.
2. Active Inclusion – Foster an environment where all voices are heard, valued, and respected. Ensure this is a guiding principle when defining the working environment, particularly in technical working groups, standards committees, society sub-committees etc.
3. Accountability from Leadership – Ensure that DEI commitments are upheld at the highest levels of our society.
4. Transparency and Measurement – Ensure that all societies report on diversity metrics and progress. Not only of membership statistics but also across all mediums of engagement, inclusive of conferences, publications, webinars and public events. Ensure that reporting of data is honest and representative of the issue at hand.



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