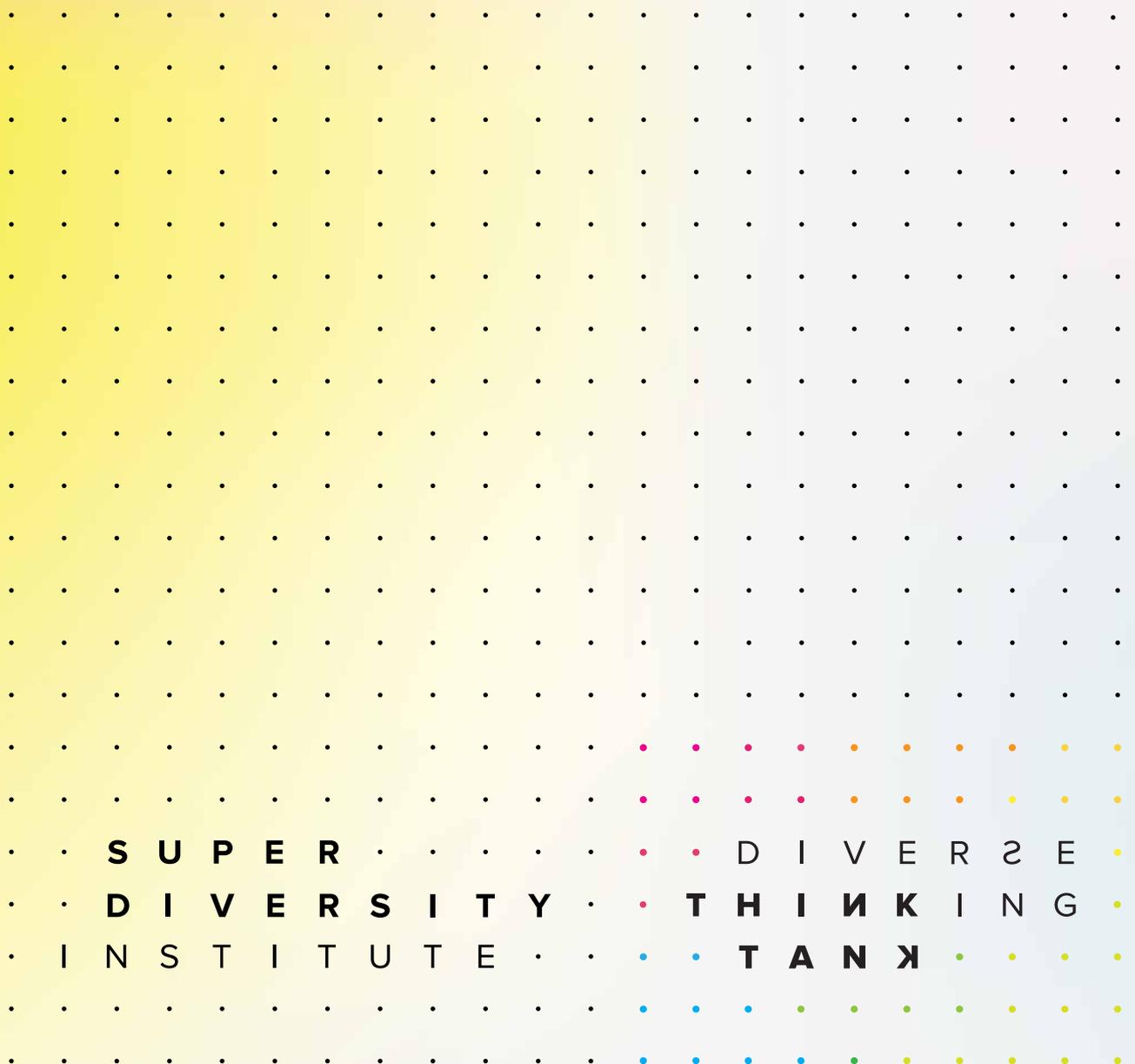


Diverse Thinking Capability Audit of New Zealand Boardrooms 2018

Removing the barriers and realigning Governance

By Mai Chen / Chair, Superdiversity Institute
for Law, Policy and Business



S U P E R **D I V E R S E**
D I V E R S I T Y **T H I N K I N G**
I N S T I T U T E **T A N K**

Tania Simpson



Quotes

- “Diverse thinking is when everyone changes as a result of someone different being in the mix. The norm has to keep moving. Every time someone new and different is appointed to a Board, the Board has to shift.”
- “It’s hard – diverse thinkers have to do all the work to get across their different point of view! We need others to understand that they have to do some work and they may have to be prepared to change if they want to get the benefit of diverse thinking.”
- “Diverse thinkers need to “walk in talking”. We should not acclimatise ourselves to the norm of the Boardroom, we should acclimatise the room to us, early on – otherwise our voices get lost”.
- “There is a lot of responsibility being the different person in the room. But one of my mentors taught me to treat that as an advantage.”
- “The differences between men and women of the same culture are less than the cultural differences between people of the same gender.”
- “What people do not realise is that their culture is not “normal”, it is just “normal to them.” People need to take a step back from their own culture. Otherwise it leaves diverse thinkers playing the role of cultural interpreter.”
- “I often see Boards where there is a Team A of extroverts and a Team B of introverts. If Chairs do not implement a policy of equity of airtime, Team A dominates the discussion and Team B only gets put in as an afterthought.”

Background

Tania Simpson is a Director of the Reserve Bank of New Zealand and the founding Director of Kowhai Consulting. She is a Director of Tainui Group Holdings, a Board member of Global Women NZ, a member of the Waitangi Tribunal and an accredited fellow of the Institute of Directors. She is of Tainui, Ngāi Tahu and Ngā Puhi descent, was previously a Director of AgResearch, Deputy Chair of Landcare Research, and a Director of Mighty River Power for thirteen years. Tania has experience in leading and guiding Maori organisations on a development pathway including as Chair of Radio Maniapoto.

Diverse Thinking Capability Audit



“More and more people are getting their heads into it, but there is a long way to go and tonnes of people whose voices need to be heard.”

Tania’s views

Tania says “diverse thinking is when everyone changes as a result of someone different being in the mix.”

