



PRIDE PLEDGE MASTER CLASS 2026

Rainbow Data Matters



Our Speakers:



GUILLERMO MERELO PHD
WAIPAPA TAUMATA RAU
THE UNIVERSITY OF AUCKLAND



FLEUR ALLISON
SKYCITY ENTERTAINMENT
GROUP



KARINA NATHAN
SKYCITY ENTERTAINMENT
GROUP



NIKKI BROUGH
ASB BANK

Your host:



MARTIN KING
PRIDE PLEDGE



FONTERRA HQ, 109 FANSHAWE STREET, AUCKLAND CBD



9 AM - 12.30 PM



FRIDAY 29 MAY 2026



FREE EVENT, PRIDE PLEDGE ONLY

[**REGISTER HERE**](#)

info@pridepledge.co.nz

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EVENT SCHEDULE

08:45 AM Registration

09:00 AM Welcome / Opening

09:15 AM **Keynote & Case Study One:**
Waipapa Taumata Rau, The University of Auckland

10:15 AM Morning Tea

10:30 AM **Case Study Two:**
SkyCity Entertainment Group

11:15 AM **Case Study Three:**
ASB Bank

12:00 PM **All Group Panel Q&A**
Hosted by Pride Pledge

12:30 PM Close

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CASE STUDY OVERVIEW

Keynote & Case Study One:

Waipapa Taumata Rau, The University of Auckland



UNIVERSITY OF
AUCKLAND
Waipapa Taumata Rau
NEW ZEALAND



Rainbow Kaimahi Experiences

Guillermo Merelo PhD, Kaitaki Tautika Kanurau Kauawhi | Associate Director Diversity, Equity and Inclusion will take us on the journey starting in 2023 when the University's employee engagement survey revealed that rainbow staff, especially those who identify as gender diverse, reported some of the poorest workplace experiences. Guillermo will share openly how this finding highlighted gaps between equity commitments and the lived realities of rainbow staff.

In response, rainbow communities came together to share their perspectives more directly. Guided by a community-oriented approach, a qualitative exploration was co-designed to capture insights into the challenges and tension points faced by rainbow staff. This approach created space for stories, reflections, and lived experience that numbers alone could not provide.

The report that follows presents these insights as a gift from rainbow communities to the University. It highlights areas where experiences and expectations intersect within HR system, which we have termed "tension points", while also broadening understanding of what it means to be rainbow at Waipapa Taumata Rau. Rather than offering prescriptive solutions, these insights are intended to support HR and other parts of the University in shaping meaningful actions that better align practice with equity commitments, Guillermo will be providing a full copy of the published report for all attendees.

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CASE STUDY OVERVIEW

Case Study Two:
SkyCity Entertainment Group



The Journey towards Rainbow Equal Pay Reporting

Fleur Allison Manager Performance and Reward and Karina Nathan Group DEI take us on a journey of how SkyCity Entertainment Group navigating Rainbow Employee data to be able to capture, measure and publicly report on **'Rainbow Equal Pay'**.

SkyCity Entertainment Group were the first organisation to achieve Pride Pledge Certification and took home the Supreme Award at the 2025 New Zealand Rainbow Excellence Awards. SkyCity are the only organisation in New Zealand who have publicly reported on Rainbow Equal Pay.

SkyCity's leadership in the Rainbow DEI space has been supported by a deep commitment to understanding the Rainbow Employee experience and to be able to quantify this through building measurement and reporting tools. To further their maturity, SkyCity have then taken the step to establish clear goals and to be transparent about this to ensure accountability and action for Rainbow communities. The case study will share their journey, the challenges and ultimately the outcome with a hope to inspire other Pride Pledge organisations to follow their lead.

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CASE STUDY OVERVIEW

Case Study Three:

ASB Bank



Using Human Centred Design to create Rainbow Inclusion Principles

Nikki Brough, Co-Chair ASB Unity (Rainbow Network) & Design and Facilitation Manager at ASB Bank takes us on the journey using Human Centred Design to create ASB's Rainbow Inclusion Principles involving both customer and employee voices. The principles won the Innovation Award at The New Zealand Rainbow Excellence Awards in 2024. ASB became Pride Pledge Certified in February 2026.

The project involved the ASB Customer Research team identifying customers who said they were gender diverse and happy to be included in customer research. These customers were invited to a co-design lab at ASB.

Building on these customer insights, Unity (ASB Rainbow Network) employees engaged in a co-design workshop where their voices and insights were captured and built into the co-design.

Nikki will share how some of their experiences as members of the rainbow community were confronting and upsetting to hear, but also uplifting in that there was hope.

After broader staff socialising, the senior leader community were engaged for their feedback and endorsement. The principles now form the foundation of informing the Unity and DEI strategy at ASB as they continue to aspire to be a leader for other organisations to follow.

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