



To keep pace in our ever-changing world our organisation and board need to harness all talent for future success and long-term business sustainability. Diversity of thought, experience and perspective is therefore essential.

Triathlon New Zealand recognises the need for a diverse and gender balanced board composition, to ensure there is diversity of thought and capability, which in turn improves performance and innovation.

In 2018 Sport NZ announced they are committed to achieving a board gender diversity target. Sport NZ have been working with partners to meet a minimum requirement of 40% self-identified females and 40% self-identified males on their boards by December 2021. This is a formal condition of investment for Sport NZ Group partners, of which Triathlon NZ is one.

Triathlon New Zealand has committed to altering our constitution to include the Sport NZ minimum requirements for gender diversity, ensuring we meet or exceed this target in future board appointments.

To fulfil our constitution, any alterations to the constitution are required to be resolved by a two-thirds majority vote at any Annual General Meeting or Special General Meeting of which notice has been duly given.

If you have any feedback on these proposals, we would appreciate if you can provide this in writing no later than September 10th 2020 and send this to info@triathlon.kiwi

We will be seeking approval to the proposed changes at the AGM of Triathlon NZ – to be held on 27 September 2020 Formal Notice of the AGM with full details will be sent to all members in the coming weeks.

Summary of changes to the constitution are outlined below

10.0 Administration

10.1 Officers and Their Election

- Addition of Rule 10.1.2 – 40% of the Officers shall be self-identified female and 40% of the Officers shall be self-identified male
- Amendment of Rule 10.1.4 – Subject to the requirement in Rule 10.1.2

10.2 Board shall Comprise Part A and Part B Members

- Addition of Rule 10.2.2 - At all times Rule 10.1.2 applies to the appointment and election process set out in Rules 10.3 and 10.4.

The summary of changes outlined above is not exhaustive. In particular, it does not include reference number changes or minor changes to wording. All changes can be found in the

Constitution change mark-up document available online: <https://triathlon.kiwi/resources/>

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