

Celebrating Diversity@ACC

Date 27 Feb 2019, 9:01 AM | Author [REDACTED] | Comments 3

Location All NZ

On Wednesday 20 February, we launched [Pride@ACC – Te Whānau Uenuku ki ACC](#).

The network came about with an aim to ensure that LGBTQIA+ people are safe, visible and valued by ACC.

It all started after ACC's participation in the Auckland and Wellington Pride parades last year, sparking some initial conversations and the word started to spread.

After an initial meeting in Wellington, the network's Terms of Reference were agreed. Soon, groups in Dunedin and Whangarei got in touch. We started to grow, and to become a 'network of networks'.

The launch on Wednesday was celebrated by various rainbow-themed events up and down the country, ranging from fashion parades, fundraisers, rainbow (cheese) cakes for morning tea to fantastic photo booths. Check out our the [Pride@ACC Team Space](#) for fabulous, fun-filled photos. Even more amazing was the engagement and conversations occurring across New Zealand. Thank you for the aroha!

We are looking forward to working with the organisation, as well as other employee-led networks to share our stories and truly advocate and celebrate Diversity and Inclusion at ACC.

If you wish to join the network, feel free to email [REDACTED] to be added to our distribution list.



3 comments

- 3. [REDACTED] at 01 Mar 2019 (12:15) said: [Report comment?](#)
Awesome launch [Pride@ACC](#) , you've all done such an amazing job getting the network up and running! Can't wait to see what is next!
- 2. [REDACTED] at 27 Feb 2019 (14:17) said: [Report comment?](#)
ASTCC DOES IT AGAIN!!!!!! Woohooo shot team for always being at the forefront of embracing & celebrating EVERYTHING and always doing it BIG!!! Was in awe of the way you guys stepped up and set up your area full of colours and supporting PRIDE 100%!!! A team that is for EVERYONE! :) Aroha Nui <3
- 1. [REDACTED] at 27 Feb 2019 (13:29) said: [Report comment?](#)
what a great way for ACC to celebrate everybody.

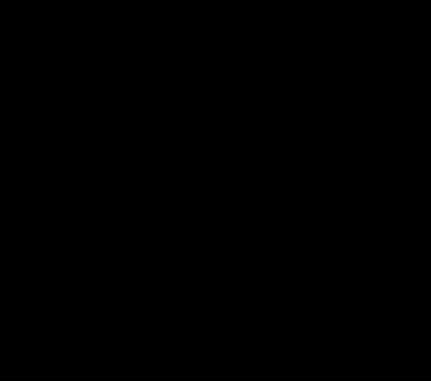
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Contact [REDACTED] Last review 21 Feb 2019 Next review 21 Feb 2020

Pride@ACC Te Whanau Uenuku ki ACC - Launch!

20th February 2019

Events were held across ACC branches and sites to celebrate the launch of our network. Here's a selection of pictures showing how we all celebrated:



Photobooth fun in Dunedin



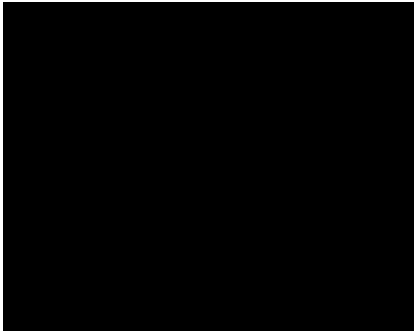
Rainbow themed kai in Rotorua



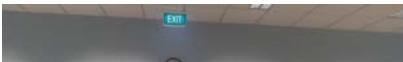
Morning tea in Nelson, with our network sponsor Mike Tully



In Wellington we shared our stories on what diversity and visibility mean for us at ACC, with some supportive words from Scott and our Minister for ACC, Ian Lees-Galloway.



Our Minister proudly wearing his rainbow lei!



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Morning tea in Whanganui - look at that amazing rainbow cake! They also held a fund raising raffle.



Colourful shot of the folks at the Auckland STCC

Wellington STTC sharing rainbow cheesecake with some Mrs and Mrs napkins from a team member's wedding. The talked about making things better for rainbow customers - awesome job!



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Pride@ACC Launched on Wednesday

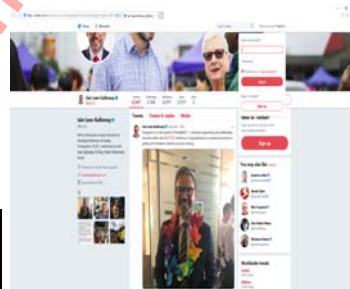
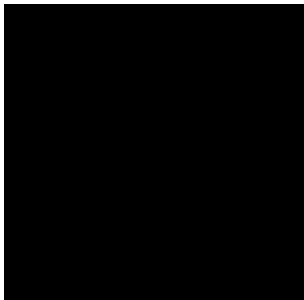
Date 18 Feb 2019, 3:27 PM | Author [REDACTED] | Comments 81

Location All NZ

Te Whānau Uenuku ki ACC - Pride at ACC, was launched yesterday and we are sharing these photos and invite you to share your stories of the day in the comment box below.

The vision for Pride@ACC is to ensure that LGBTQIA+ people are safe, visible and valued by ACC.

For more information, including how to join Pride@ACC email [REDACTED]



81 comments

51. [REDACTED] at 22 Feb 2019 (13:49) said: [Report comment](#)

Thanks ACC for showing we value our people and with that know that diversity is important and a place we can all grow and thrive in. Diversity is being invited to the dance but inclusion which is what we are now demonstrating, is being asked to dance. Proud to be working here and proud to be an advocate for the rainbow community.
GAY

noun
1: like a straight person, only way more fabulous! 1 reply

1. [REDACTED] at 22 Feb 2019 (13:57) said: Report reply?
Being fabulous is a condition!!

50. [REDACTED] at 22 Feb 2019 (12:21) said: Report comment?
Highlanders over the Reds tonight. Tomorrow the mighty Hurricanes will deal to the Crusaders! You heard it here first. 1 reply

1. [REDACTED] at 22 Feb 2019 (12:45) said: Report reply?
Canes all the way, on a related note hopefully they are wearing their rainbow laces.

49. [REDACTED] at 22 Feb 2019 (11:57) said: Report comment?
#ConditionAWESOME

48. [REDACTED] at 22 Feb 2019 (11:50) said: Report comment?
[REDACTED]. Such a nasty and hurtful comment. For myself and other LGBTQIA+ this is **NOT** a choice, it is the way we are born and i cannot change myself nor will i ever. #IHAVEACONDITION 3 replies

3. [REDACTED] at 22 Feb 2019 (12:07) said: Report reply?
It is really sad when a celebration about LOVE - in all of its expressions - recieves negativity.
When an opinion causes hurt it is not an opinion which should be aired
No one should be hurt for being who they are or loving whomever they love. - Head up sunshne you have no need to justify you
#UNCONDITIONAL

2. [REDACTED] at 22 Feb 2019 (11:55) said: Report reply?
[REDACTED], I just snorted my coffee... thankyou, you made my Friday

1. [REDACTED] at 22 Feb 2019 (11:53) said: Report reply?
We both have a condition [REDACTED]. I guess we can't think STRAIGHT :P

47. [REDACTED] at 22 Feb 2019 (11:46) said: Report comment?
Wise words from a certain ex president of the USA...
<https://www.theguardian.com/us-news/video/2019/feb/21/obama-on-masculinity-you-dont-need-eight-women-around-you-twerking-video>

46. [REDACTED] at 22 Feb 2019 (11:31) said: Report comment?
Kia Kaha Pride@ACC, great to see the work being done in this space.

45. [REDACTED] at 22 Feb 2019 (10:01) said: Report comment?
Some of the most wonderful, brilliant, and productive people I know work for ACC. They happen to come from all walks of life and they all very certain of who they are as people - including whom they choose to love. To the staff member who appears confused about what defines a 'condition', and what it means to be a 'human just being' - suggest you have a cup of tea and indulge in a decent bout of introspection. 4 replies

4. [REDACTED] at 25 Feb 2019 (14:26) said: Report reply?
I agree with [REDACTED]. Everyone is entitled to their own opinion but when it affects people and puts them down it then becomes hate speech. I dont care if someone is a homophobe but that comment below was just horrible. Saying gay people have a condition is belittling and horrible.

3. [REDACTED] at 25 Feb 2019 (08:07) said: Report reply?
[REDACTED]. Hate is a very strong word and I dont believe its been used anywhere. Dont be so quick to assume- that just creates division and disharmony such as whats happened on this thread. I personally couldnt give a rats **** about what people do as long as they dont try to preach to me. Like I said, each to their own but last time I looked, we live in a free country and people are allowed to express an opinion. Peace out :)

2. [REDACTED] at 22 Feb 2019 (17:13) said: Report reply?

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██████████ - Sure. Everyone is entitled to their own opinion, as long as it is informed/backed by facts. But when its not and specially when that opinion isolates a certain community, doesn't it becomes a hate speech? Just my 5c. :)

1. ██████████ at 22 Feb 2019 (10:05) said:

[Report reply?](#)

How about each to their own?

Everyone is entitled to an opinion and shouldnt get put down because of it. Just because someone has a different view, it doesnt mean they are wrong. Pots and kettles people.....

44. ██████████ at 22 Feb 2019 (09:26) said:

[Report comment?](#)

It is wonderful working for an organisation that is so inclusive and were diversity is important. It was great celebrating PRIDE with all the other Nuffers.

43. ██████████ at 22 Feb 2019 (07:45) said:

[Report comment?](#)

A fab pride celebration in Lower Hutt. Although I did keep looking for lions..... Unconditional love for my lovely sister who brought another lovely sister into my life, and all my talented, beautiful rainbow friends & colleagues. Proud.

42. ██████████ at 22 Feb 2019 (07:40) said:

[Report comment?](#)

I find this absolutely wonderful, brilliant and Loving. I agree to the previous comments "This is pride month, so let's celebrate and be as visible in our support for our LGBTQIA+ colleagues and local communities".
I do feel somewhat perplexed though for the two comments within this stream where individuals have taken it upon themselves to "REPORT".
Are we not ALL allowed to share our feelings openly? Is this not what this is about? Just my 5c.

41. [Scott Pickering](#) at 21 Feb 2019 (16:53) said:

[Report comment?](#)

What a wonderful day and celebration. Congratulations once again and a big thank you from me to our organising team. You did a fabulous job. I have just come from our Counties Manukau office where I heard of their launch event yesterday which also included a bake sale. They raised over \$600 for the Rainbow Youth movement - Amazing!!!

40. ██████████ at 21 Feb 2019 (14:34) said:

[Report comment?](#)

I am proud to work for an organisation that recognises and supports communities that in the past (and in many places still) are marginalised. Well done to all the team involved in making this happen.

39. ██████████ at 21 Feb 2019 (14:31) said:

[Report comment?](#)

I have a "condition"???????????

1 reply

1. ██████████ at 22 Feb 2019 (09:00) said:

[Report reply?](#)

Go hard ██████████. Whatever "condition" someone may have, it doesn't change who they are. As long as you're happy with who you are brother, I accept you for that.

38. ██████████ at 21 Feb 2019 (14:28) said:

[Report comment?](#)

"Do we have to worry about who's gay and who's straight? Can't we just love everybody and judge them by the car they drive?" – Ellen DeGeneres

1 reply

1. ██████████ at 22 Feb 2019 (10:14) said:

[Report reply?](#)

I have serious issues with any person who has spent money to purchase a [Chrysler PT Cruiser](#).
Seriously, keep that thing in the garage we don't need to see it out in the open.

37. ██████████ at 21 Feb 2019 (14:12) said:

[Report comment?](#)

I would like to thank the team that put all the hard work in to get this up and running you made all the staff proud from what I have seen and heard.
What a fantastic day it was yesterday celebrating diversity in our work place. I loved all the colours people were wearing and people just being people having fun in the work place...

36. ██████████ at 21 Feb 2019 (11:30) said:

[Report comment?](#)

Congratulations for the launch yesterday it was awesome! As a newish employee to ACC I feel blessed to be working for an organisation that acknowledges Pride and provides a supportive and safe environment for everyone.
I am a parent of a young transgender adult who transitioned at primary school, at a time where we did not have the internet, facebook or support networks to help, so this is awesome!

35. [redacted] at 21 Feb 2019 (11:08) said: [Report comment?](#)
 Yes we can get hung up on labels, I think. And our categories risk becoming so granular that they account for just me! Well done PRIDE, and I look forward to the day when one's sexuality is so socially irrelevant that no one feels at risk or in need of support for being themselves. Love where you love, and good luck to you! 1 reply
1. [redacted] at 21 Feb 2019 (11:12) said: [Report reply?](#)
 Well said!
34. [redacted] at 21 Feb 2019 (11:03) said: [Report comment?](#)
 I love love LOVE all of these photos and esp love the one of Scott's blurry hands, Scott was it just normal talking with your hands demonstratively or were you having a celebration dance? 1 reply
1. Scott Pickering at 21 Feb 2019 (16:47) said: [Report reply?](#)
 Ha ha [redacted], you know I LOVE talking and my hands always follow along too!!! That being said it was a day of celebration and I am quite happy to look like I'm having a celebration dance!
33. [redacted] at 21 Feb 2019 (10:38) said: [Report comment?](#)
 ACC is an amazing organisation that provides a supportive safe working environment for everyone. Inclusion is our thing. "Strength lies in differences, not in similarities". S. Covey.....thanks to all for the support!
32. [redacted] at 21 Feb 2019 (10:37) said: [Report comment?](#)
 Yesterday was magical. I'm so proud of ACC and everybody that made it so amazing. Smiles from ear to ear all day long.
31. Sharon Champness at 21 Feb 2019 (10:30) said: [Report comment?](#)
 Loved being part of the launch of Pride@ACC in Wellington. So proud of our amazing employees who are passionate about inclusion and who celebrate diversity with all the benefits it brings to our workplace, our customers and to New Zealand.
30. [redacted] at 21 Feb 2019 (09:18) said: [Report comment?](#)
 Dear LGBTQ community
 I love you all and all of the colour and flare you bring to our lives, especially mine <3
 If you dont love yoself how in the hell you gunna love somebody else can I get an amen up in here?!
4. [redacted] at 21 Feb 2019 (10:35) said: [Report reply?](#)
 amen! Now let the music play!
3. [redacted] at 21 Feb 2019 (10:26) said: [Report reply?](#)
 Amen!!
2. [redacted] at 21 Feb 2019 (10:24) said: [Report reply?](#)
 amen
1. [redacted] at 21 Feb 2019 (09:19) said: [Report reply?](#)
 amen
29. [redacted] at 21 Feb 2019 (09:18) said: [Comment reported](#)
 Invasion of my values and my privacy to have lame comments on a Pride thread. I wish no harm to the hetero/cisgender community but I'd like to be free to 'celebrate my condition' all over the place, ta. :D
 4 people like this
28. [redacted] at 20 Feb 2019 (17:07) said: [Report comment?](#)
 xx Unconditional xx
27. [redacted] at 20 Feb 2019 (15:45) said: [Report comment?](#)
 It's so great to see so many lovely encouraging comments about the day. My only gripe is that I didn't make it to the launch due to workload issues but it's so nice to see so

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many people proud of our diverse and inclusive culture. Gay or straight - big shout out to the network and all those who work so hard to make it happen.

26. [REDACTED] at 20 Feb 2019 (14:42) said: [Report comment?](#)
 Shout out to ACC for embracing this, as we do Mental Health, Te Reo week and so on and so forth. Amazing to see so many supporters repping their colours today! Waikato Branch L1 is drowning in bright colored balloons and streamers - all the happy feels today!

25. [REDACTED] at 20 Feb 2019 (14:42) said: [Report comment?](#)
 Hmmmm as a vertically challenged european cisgender female, and the sister of an amazing woman, who loves and is married to another woman. I would just like to through my 2 cents in the ring. This is not a "condition" and in my opinion neither is she "queer". She is a caring and loving person who is also a staff member here. Labels are ridiculous!!!!!! I do not see the difference between awareness and celebration/fundrasing of language weeks, cancer money drives, general well being, to name a few and PRIDE. It is the same thing in my opinion. None of those other things, on the sauce, have people weighing in saying they are an invasion of their values! Its a huge reflection on how far we as PEOPLE have come, that PEOPLE can celebrate and outwardly acknowledge who they are without persecution. The fact that ACC as a large employer in the lime light, is concerned with promoting and celebrating all diversity is refreshing. 1 reply

1. [REDACTED] at 20 Feb 2019 (14:58) said: [Report reply?](#)
 I miss you [REDACTED] - I testify to your vertical challengedness (its a word), oh yeah and your sister is pretty awesome too.
 PRIDE + ONELOVE = what we do here

24. [REDACTED] at 20 Feb 2019 (14:32) said: [Report comment?](#)
 I've reviewed this article and it doesn't appear to raise any invasion of privacy issues as no personal information was collected, used or disclosed.
 Kind regards and happy Pride Day,
 [REDACTED] (Privacy Officer)

23. [REDACTED] at 20 Feb 2019 (14:27) said: [Report comment?](#)
 In the past I've worked in places where you don't feel you can share this part of who you are, or where everyone goes around making jokes at your community's expense. It leaves you feeling trapped and really, really angry at everyone and everything around you - it's a terrible feeling.
 I'm so grateful that ACC's such an open-minded employer, and that the people I work with are such a kind, caring, and supportive group [REDACTED] (Otago House, I'm looking at you). It's a wonderful thing that we have that here. 1 reply

1. [REDACTED] at 20 Feb 2019 (14:33) said: [Report reply?](#)
 Big love [REDACTED] x

22. [REDACTED] at 20 Feb 2019 (14:20) said: [Report comment?](#)
 I have been privileged to have loving parents who supported my gay brother in the 70s, marching for law reform and dealing with the impact of HIV. We lost loved ones to suicide along the way. I am the parent of a trans-gender, bi-sexual child who is part of a loving group of friends and relatives and has a fully supportive workplace. I deeply appreciate everyone who opens their hearts and minds to embrace love, in all it's varied forms. 1 reply

1. [REDACTED] at 21 Feb 2019 (12:30) said: [Report reply?](#)
 Lovely comment [REDACTED]. fully agree with supporting people in all walks of life and growth. How we all grow and learn together is the most important thing. Its a shame to see some negative comments on here. I dressed for the day to support my colleagues and their family, whanau and their networks..

21. [REDACTED] at 20 Feb 2019 (14:17) said: [Report comment?](#)
[\\ACCSHARES\HomeDir\\[REDACTED\]\Profile\Desktop\Pride.Rotorua.docx](#)

20. [REDACTED] at 20 Feb 2019 (13:35) said: [Report comment?](#)
 I'm very proud of ACC for acknowledging Pride, but can we have something on here a bit earlier next year? Unfortunately with minimal comms I didn't have nearly enough time to create a baking extravaganza deserving of the day.

19. [REDACTED] at 20 Feb 2019 (13:22) said: [Report comment?](#)
As the father of a gay son, who was bullied terribly at school, I just wanted to pass on my congratulations and best wishes to the network. There can never be too much tolerance. 2 replies
2. [REDACTED] at 20 Feb 2019 (16:09) said: [Report reply?](#)
My question is, what happened to [REDACTED]? I just had to :)
Peace, love and light to you and yours xx
Statement of Disclosure: No offence intended
1. [REDACTED] at 20 Feb 2019 (13:26) said: [Report reply?](#)
Thank you for sharing [REDACTED]. Hear hear.
18. [REDACTED] at 20 Feb 2019 (13:20) said: [Report comment?](#)
Fills me with PRIDE that I get to work for an Organisation that is INCLUSIVE. Here at Counties Manukau Branch we are known through the country for celebrating Diversity. I'm grateful that we have the support of our Leadership team here to celebrate the launch of Pride@ACC
Today we held a Rainbow themed mufti day with proceeds raised today going towards Rainbow Youth that help do amazing work with our LGBTQIA+ community and have come in to our office to provide training and information on those who identify as LGBTQIA+.
We also share our Branch with the ASTCC who held an amazing colourful Bake Sale with their proceeds again going to Rainbow Youth.
I think this is an AMAZING initiative and will support and celebrate it 100% 1 reply
1. [REDACTED] at 20 Feb 2019 (14:10) said: [Report reply?](#)
Yaaas [REDACTED]
17. [REDACTED] at 20 Feb 2019 (13:10) said: [Report comment?](#)
So proud to work for an organisation that allows **everyone** the freedom to be their authentic self at work. These organisational networks go a long way to creating social change and inclusion internally and externally. Kia kaha ACC, love the mahi going on!
16. [REDACTED] at 20 Feb 2019 (12:59) said: [Report comment?](#)
I just want to say that I am proud of what our teams have presented today to support the LBGQT community! Keep up the good work and be as bright as you can be :)
15. [REDACTED] at 20 Feb 2019 (12:57) said: [Report comment?](#)
YAY for the new [Pride@ACC](#) network! So very cool to see this launching! :)
14. [REDACTED] at 20 Feb 2019 (12:47) said: [Report comment?](#)
Amazing that ACC is taking this step to support our Rainbow community. Well done ACC.
13. [REDACTED] at 20 Feb 2019 (12:46) said: [Report comment?](#)
Ka pai ACC in promoting and celebrating our diversity as an organisation. Great to see the ongoing support and encouragement to bring our authentic selves to work. Keep it up!
12. [REDACTED] at 20 Feb 2019 (12:17) said: [Report comment?](#)
Im human do i have a condition? 1 reply
1. [REDACTED] at 20 Feb 2019 (15:21) said: [Report reply?](#)
Ah yes, the human condition: "we have met the enemy and he is us". Each and every one of us has a role to play in ensuring that people can feel free to be who they are, knowing that they have the support of those around them. Good on ACC, the Leadership Team and those who are the driving force behind the [Pride@ACC](#) initiative. I'm proud to work here and share your workspace.
11. [REDACTED] at 20 Feb 2019 (11:57) said: [Report comment?](#)
Fortunately, our "condition" can't help but celebrate love, respect, diversity and community. Happy [Pride@ACC](#) :)
10. [REDACTED] at 20 Feb 2019 (11:56) said: [Report comment?](#)
Diversity, to me, means accepting that everyone has a right to fully be who they are, and express their own unique opinions. It doesn't matter whether I / we agree with them

or not, the principle is we all need to accept that we all have the right to honest speech and personal authenticity. I HOPE that at ACC everyone feels supported to be who they are in authentic honesty. PS my condition is Tall, Fat, with a proven history of eating way too many animal biscuits... thanks to the organisers of todays morning tea who enabled my condition. 1 reply

1. [redacted] at 20 Feb 2019 (14:06) said: [Report reply?](#)
Well said [redacted], sadly it would appear that there isnt support for everyone. Each to their own and people are allowed to have an opinion. There shouldnt be snide and loaded comments put up because of it. We're a workplace, everyone is different. It doesnt mean they are wrong.

9. [redacted] at 20 Feb 2019 (11:50) said: [Report comment?](#)
Really excited about the launch, well done to everyone for all your hard work bringing the network together. So PROUD to work here!!!

8. [redacted] at 20 Feb 2019 (11:43) said: [Report comment?](#)
Huh, turns out these comments *are* moderated. Who knew?
Kia Kaha [Pride@ACC](#), let's all be our true selves at work.

7. [redacted] at 20 Feb 2019 (11:35) said: [Report comment?](#)
I've got a condition, maybe I'm queer

6. [redacted] at 20 Feb 2019 (11:34) said: [Report comment?](#)
Congratulations [redacted], [redacted] and all of the Pride groups around ACC for the Pride Celebrations!
I am looking forward to joining in the celebration, I love the fact that we are all different, we can all learn from each other, and at the end of the day, we are all human and we all deserve respect

1. [redacted] at 20 Feb 2019 (11:42) said: [Report reply?](#)
Beautifully put [redacted]

5. [redacted] at 20 Feb 2019 (11:31) said: [Report comment?](#) 2 replies
Well I'm short - does that mean I have a condition?

2. [redacted] at 20 Feb 2019 (13:21) said: [Report reply?](#)
And you felt you had to shire that with everyone didn't you.

1. [redacted] at 20 Feb 2019 (12:52) said: [Report reply?](#)
hobbititus? :) jk

4. [redacted] at 20 Feb 2019 (11:20) said: [Report comment?](#) 2 replies
Don't worry everyone, our ""condition"" isn't contagious
#ACCPRIDE

2. [redacted] at 20 Feb 2019 (12:20) said: [Report reply?](#)
haha, i'm in a skype meeting for a little bit but i will after that!

1. [redacted] at 20 Feb 2019 (12:19) said: [Report reply?](#)
[redacted] please come to level 4 for your pride smoko !!

3. [redacted] at 20 Feb 2019 (11:04) said: [Report comment?](#)
I'm really, really proud to work at an organisation that is so committed to celebrating and supporting all its people. Being able to bring your whole self to work is seriously awesome!

2. [redacted] at 20 Feb 2019 (10:42) said: [Report comment?](#) **Comment reported**
invasion of my values, and privacy...communal space used for something that I do not want to celebrate. I wish no harm to the homosexual/transgender community, but I do not want to celebrate their condition.

people like this

1. [redacted] at 19 Feb 2019 (15:01) said: [Report comment?](#)
How wonderful that ACC as an organisation is recognising the rainbow community it employs across the country. Diversity is important, all employees should feel safe and supported in their workplace and and feel that they are valued for their culture. This is pride

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month, so let's celebrate and be as visible in our support for our LGBTQIA+ colleagues and local communities.

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