



- 5 JUL 2019

[REDACTED]
[REDACTED]

OIA: 39647

Tēnā koe [REDACTED]

Official Information Act request

Thank you for your information request dated 18 Pipiri 2019. You asked for the following information:

"What is the name of your organisation?"

How many staff do you employ?

Do you measure the gender makeup of your staff?
Yes No

What proportion of your staff are female?

How many females are there in senior management?

Do you measure the ethnic makeup of your staff?
Yes No

What percentage of your staff are NZ European?

What percentage of your staff are Māori?

What percentage of your staff are Pacific Islanders?

What percentage of your staff identify as Asian?

What percentage of your staff are Middle Eastern/Latin American/African?

What percentage of your staff are of another ethnicity?

What percentage of your senior management staff are NZ European/Pākehā?

What percentage of your senior management staff are Māori?

What percentage of your senior management staff are Asian?

What percentage of your senior management staff are Middle Eastern/Latin American/African?

What percentage of your senior management staff are of another ethnicity?



Are there any plans in place to encourage diversity in staffing and the daily operation of the Ministry/department?

Yes No

What is being done to encourage diversity?

Is there any diversity training offered to staff?

Yes No

Describe any diversity training offered?

How is diversity considered within your employment process (e.g. blind CVs)

Have you had to manage issues/complaints of racism in the work place?

Yes No

How many racism issues/complaints have you had in the last five years?

If issues/complaints of racism occurred, what happened?"

Your request has been considered in accordance with the Official Information Act 1982 (the Act).

The answers to most of your questions are publicly available on the SSC website at: <http://www.ssc.govt.nz/public-service-workforce-data/drill-down-data-cubes>

The answers to the questions not answered on the SSC website are in the table below.

Question	Answer
What is the name of your organisation?	Te Puni Kōkiri/Ministry for Māori Development
How many staff do you employ?	We have an establishment of 342, actual numbers of people employed varies.
Is there any diversity training offered to staff?	Not specifically
Describe any diversity training offered?	N/A
How is diversity considered within your employment process? (eg blind CVs)	Te Puni Kōkiri has a high portion of female senior leaders, a low gender pay gap and a workforce that is representative of the communities we serve. We do not consider that we have significant issues that need to be addressed through the recruitment process.
Have you had to manage any issues/complaints of racism in the workplace?	No, we have had no formal complaints of racism within the organisation.
How many racism issues/complaints have you had in the last five years?	N/A
If issues/complaints of racism occurred, what happened?	N/A



I trust my response satisfies your request.

Please note that Te Puni Kōkiri publishes some of its OIA responses on its website, after the response is sent to the requester. The responses published are those that are considered to have a high level of public interest. We will not publish your name, address or contact details.

You have the right to seek an investigation and review by the Ombudsman of this response. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602. Ngā mihi nui ki a koe.

Nāku noa, nā

A handwritten signature in black ink, appearing to be 'Fiona McBeath', written over a horizontal line.

Fiona McBeath

Manahautū Tuarua Te Puni Tautoko | Deputy Chief Executive, Organisational Support

