2019 stocktake of
Gender, Māori, and Ethnic Diversity
on State Sector Boards and Committees

ministry for **Women**
minitatanga mō ngā Wāhine

Te Tari Matawaka
Office of Ethnic Communities

Women's representation on state sector boards and committees has reached an all-time high of

49%

Ministry for Women - 31 December 2019

Representation on state sector boards and committees

European

71.6%

Māori

21.1%

Pacific

4.6%

Asian

3.6%

94.7% of APH-appointed members supplied an ethnicity

As Minister for Women, I'm working to improve women's lives in Aotearoa New Zealand.

It's been especially satisfying to see this Government make great strides for women. From developing equal pay legislation to increasing paid parental leave, I'm ambitious for this Government to advance gender equality.

In 2018, with the release of the Gender Stocktake of State Sector Boards and Committees, I announced that our Government had set a target of 50 percent representation of women on state sector boards and committees by 2021.

This year, we've made great progress on that target and have reached an all-time high of 49.0 percent – up from last year's 47.4 percent.

Our target of 50 percent is in reach, and with continuing efforts I know we will get there.

Diverse views and experiences help boards perform better avoiding the pitfalls of groupthink, and helping business and enterprise tap into new ideas and markets. However, diversity is more than gender alone. This is why, for the first time, this report includes the ethnicity of members of state sector boards and committees.

As the Government continues its focus on gender and diversity on boards, I am keen to see much more progress in the private sector, particularly on boards where there continues to be a lack of all forms of diversity. I hope that by sharing our progress with the private sector, it will encourage them to do more.

Thank you to everyone who is contributing to our progress.

Ma whero ma pango ka oti ai te mahi.

Julie Anne Genter
Minister for Women
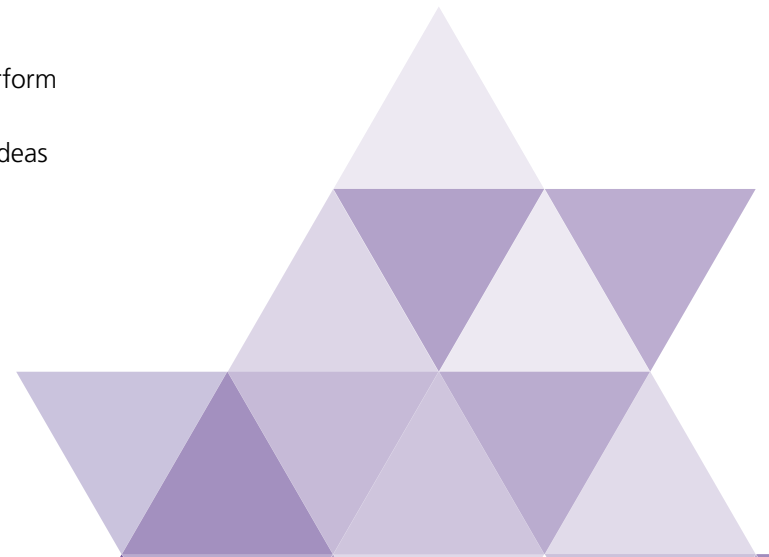
Building a thriving New Zealand means all of us having a seat at the table. How we structure our economic and social relationships is key to building a more equal and prosperous Aotearoa New Zealand.

As Minister for Ethnic Communities, one of my priorities is to help empower ethnic communities to succeed and contribute to society. From Government, we can do this by encouraging inclusion, community development, connections, opportunities, training and by lifting the wages for all, including ethnic communities.

Diverse boards make better decisions. We actively encourage diverse representation on state sector boards and committees, so that decision makers on these government boards have the relevant skills and expertise as well as reflect the ethnic, cultural and religious vibrancy of our country.

Every year, the New Zealand Government makes appointments to over 430 state sector boards and committees, made up of thousands of members. I am very pleased, that for the first time ever, our Government is reporting on the ethnic makeup of our country's state sector boards and committees. I acknowledge we still have improvements to make, but it is important to have this baseline information.

Most board members provided ethnicity information as part of this stocktake, and the results of which will be of interest to many. Of all Government appointments, 21.1 percent of board members are Māori, 4.6 percent are people from Pacific communities, 3.6 percent describe themselves as Asian. Less than 1 percent of board members are Middle Eastern, Latin American, or of African descent. 71.6 percent of appointees are European. In an encouraging sign, the appointment rate for 2019 shows that our boards are becoming more diverse.

This data will be useful in helping the Government and agencies think about how we can encourage greater diversity and bring our offices of power closer to reflecting the people of Aotearoa New Zealand.

When we embrace the strength of our diverse society, we gain a broader range of knowledge, skills and perspectives. We bring in the expertise and diverse views of our ethnic communities to contribute and provide advice and possible solutions, which is helpful for our overall wellbeing.

This is about so much more than the backgrounds of the individuals who sit on these boards – it is about including the communities they come from into our egalitarian democracy. Let's keep building a better and more inclusive society.

Jenny Salesa
Minister for Ethnic Communities

Introduction

This year we have worked across government to collect and report on both gender and ethnicity of members on state sector boards and committees.

At 49.0 percent, we are progressing well on our aim to get to 50 percent women's participation on boards and committees and this has been a shared responsibility across government. Our staff are experienced in working collaboratively with government agencies that appoint to state sector boards and committees, to ensure they can supply the right candidates.

The Ministry for Women maintains a pool of over 1,000 women currently available for nomination. The women in this pool represent a diverse range of leaders from all backgrounds, and from across New Zealand.

This is the first time that we have jointly worked on reporting the ethnicities of the membership of state sector board and committees. This shows that we need to keep working to ensure diversity of boards. Having 50 percent women's representation on boards isn't enough if those women are too similar.

We need wāhine Māori, Pacifica women, Asian women, women with disabilities, young women, older women, lesbian and queer women, transgender women, and women of different cultures and religions.

Our boards need to take into account Māori as Treaty partners and have to represent our communities in all their diversity.

This report shows the ethnicity of our board members and that boards are appointing a more diverse range of members, but there is more we can do.

Our focus is on ensuring that boards reflect and represent the communities they serve.

Poipoia te kakano kia puawai.
Nurture the seed and it will blossom.

Renee Graham
Chief Executive
Ministry for Women

Anusha Guler
Executive Director
Office of Ethnic Communities

Anusha Guler

Renee Graham

Achieving greater diversity

This stocktake aims to shed light on the diversity of state sector boards and committees, and celebrate the important role that governance plays in Aotearoa New Zealand.

The Ministry for Women has measured women's participation on state sector boards and committees formally since 2004, when it was 40.8 percent. In 2018, the Government set a target of 50 percent women's representation on boards by 2021. This target recognised the importance of women's leadership and gender diversity in governance, and set a goal for the state sector to work towards. With a measure of 49.0 percent at the end of 2019, we are now only 1 percent away from that target.

This year, for the first time, we were able to measure the participation of Māori and other ethnicities on state sector boards. With the support of the Department of Prime Minister and Cabinet and agencies across government, the Ministry for Women and the Office of Ethnic Communities have produced the first gender, Māori, and ethnicity stocktake of members on state sector boards and committees. While this has shown Māori participation at just over 21 percent, Pacific and Asian people are under-represented.

Of appointed members who provided ethnicity information:

- **4.6 percent** are Pacific peoples
- **3.6 percent** are Asian
- **0.6 percent** are Middle Eastern, Latin American, or African

We have asked a range of people involved in state sector governance to tell us how they think we can foster diverse and inclusive boards.

Diversity and inclusion on state sector boards and committees

Diversity and inclusion on state sector boards and committees matter because Aotearoa New Zealand has a diverse population, and the influence of these boards and committees extends across our society.

There are more than 430 state sector boards and committees, with up to 800 appointments taking place each year. From transport to health to community funding and the justice system, state sector boards and committees play an important role in setting the direction for our critical services. It is, therefore, integral that the people on these boards understand our communities, recognise Māori as Treaty partners, are connected to our changing and diverse world, and provide strong strategic leadership.

Diversity is not just about gender and ethnicity though. Diversity encompasses a broad spread of experience, culture, perspective and lifestyle of those who live in Aotearoa New Zealand. When thinking about diversity, we need to consider sexual orientation, ability, age, region, and socio-economic status.

Additionally, inclusive cultures and environments are what enable diversity to thrive. Inclusivity means creating a space where diverse ideas and opinions are not only heard, but valued. Inclusiveness enables and supports people to bring their full views and perspectives to their governance work; an inclusive culture on boards can help ensure that a range of ideas are expressed.

Diversity in board membership supports boards to be agile, relevant, and connected. More than half of all New Zealanders are women, and the population percentage of Māori and all other non-Pākehā ethnicities is increasing. Auckland has over 200 ethnic nationalities represented, 39 percent of residents born overseas and it is the largest Polynesian capital in the world.
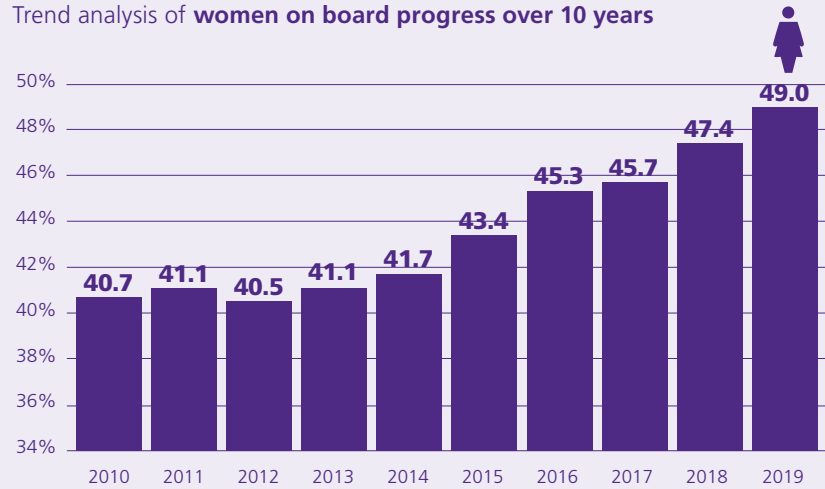
Governance in the state sector

Government agencies are working together to ensure that Aotearoa New Zealand has high quality diverse governing bodies for state sector boards and committees. The Government cannot lead the work in this area alone, and partnerships are incredibly important. The Institute of Directors and Governance New Zealand are key partners in the work to train and support a diverse range of directors.

Additionally, the Ministry for Women and Office of Ethnic Communities are partnering with community groups who are promoting and supporting governance in their diverse communities. An example of this is the training offered by Belong Aotearoa, which provides community members with free governance and leadership training. The Ministry for Women has also been working with the Superdiversity Institute to develop a governance training workshop for its members.
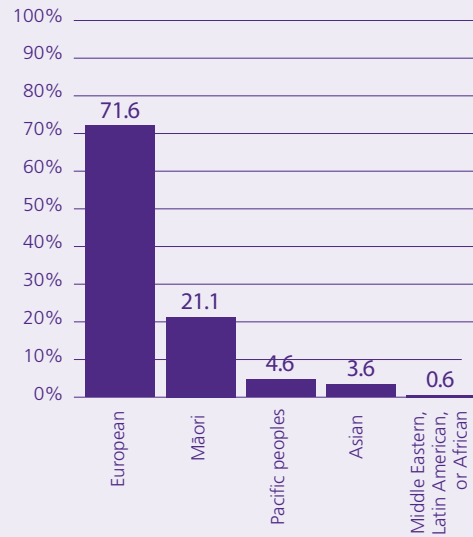
Monitoring progress

Women's participation on state sector boards
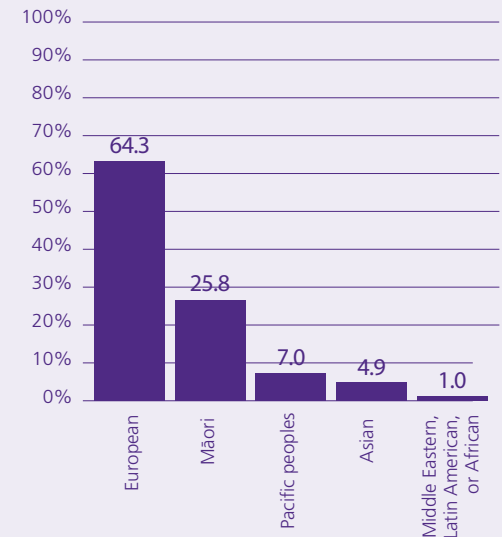Trend analysis of **women on board progress over 10 years**

Year	Value
2010	40.7
2011	41.1
2012	40.5
2013	41.1
2014	41.7
2015	43.4
2016	45.3
2017	45.7
2018	47.4
2019	49.0

	Number of **women** who hold a board role	Number of **Māori** (both genders) who hold a board role	Number of **wāhine Māori** who hold a board role
	1,107 individual women	**446** individual Māori	**236** individual wāhine Māori
	hold **1,282** roles	hold **523** roles	hold **284** roles

Representation of Māori and diverse ethnicities on boards

94.7 percent of all board members provided ethnicity information, as follows:

Ethnicity	Value
European	71.6
Māori	21.1
Pacific peoples	4.6
Asian	3.6
Middle Eastern, Latin American, or African	0.6

The **595 new appointments** made in 2019 provided ethnicity information, as follows:

Ethnicity	Value
European	64.3
Māori	25.8
Pacific peoples	7.0
Asian	4.9
Middle Eastern, Latin American, or African	1.0

Women make up

50%

of public service **chief executives**

Women make up

49.6%

of the top three tiers of **leadership**

Source: ssc.govt.nz/spirit-of-service/public-service-workforce-data/ 2019

Wāhine Māori

Wāhine Māori are the pillars of their communities and have led legacy movements such as kōhanga reo and are the centre of many iwi, marae, community, and whānau. Wāhine Māori play an important role in state sector governance and they make up 11.5 percent of all appointed members.

In November 2019, the Mana Wāhine roopū was formally established jointly by the Ministry for Women and Te Puni Kōkiri to respond to the Waitangi Tribunal's Mana Wāhine Kaupapa Inquiry; it is based at the Ministry for Women.

One of the underlying principles of the Mana Wāhine Kaupapa Inquiry is the impact on wāhine rangatiratanga and over 48 percent of the claims received are concerned with decision-making, governance and leadership roles of wāhine Māori.

Of particular concern is the lack of input by wāhine Māori in strategic decision making, policy development and contributing to the design of programmes and initiatives that affect wāhine Māori at all levels of society. The Ministry for Women Nominations Service is working in collaboration with the Mana Wāhine roopū to increase the appointment of wāhine Māori across all areas of the state sector, particularly those with the most relevance to Māori.

Wāhine Māori are seeking to ensure their role as rangatira and their rangatiratanga is recognised. Increased inclusion of young wāhine Māori voices is also being sought, which if achieved could achieve generational change. We will be seeking to monitor and encourage wāhine Māori participation at all levels of decision-making, especially Ranga Tahi wāhine

Where to from here?

For the first time we have a better understanding of gender, Māori, and ethnic representation on state sector boards and committees. This is a crucial step in growing diversity on state sector boards and committees.

A cross-government working group has been established to support Māori as Treaty partners, diversity, and inclusion on state sector boards and committees. Together this group will look at how to support:

- wāhine Māori into state sector governance leadership roles. This will involve working with the Mana Wāhine roopū
- Pacific and ethnic women on to state sector boards and committees. This will include working with Ministry for Pacific Peoples and community groups
- people from a range of diverse backgrounds on to state sector boards and committees. This will include looking at how we support people with disabilities, young people, and those from rural and remote communities
- an inclusive culture on state sector boards and committees that values a range of voices and perspectives.

Additionally, we will look at promoting programmes that aim to increase diversity on boards, such as Future Directors and Mentoring for Diversity, run by the Institute of Directors.

This year, we will also consider the impact of COVID-19 on state sector governance and how this may limit the government's capacity to appoint new board members and the availability of potential appointees. The changing economic environment makes good governance with an understanding of diverse communities more vital than ever.

To increase diversity and build inclusive boards, we will need to have strong partnerships across the public, community, and private sectors. Building diverse and inclusive state sector governance boards and committees is an issue for all New Zealanders. We want to ensure that people in all of our communities are aware of governance opportunities, and that they see themselves reflected in these roles.

Although we have achieved greater gender diversity, we need to continue this work and champion diversity. We now need to move from why diversity is important, to how we build and foster diverse and inclusive boards.

Nive Sharat Chandran

Vice President of World YWCA and Board Member of YouthLaw Aotearoa

Good boards are those that have a range of viewpoints, challenge each other to have robust discussions, and make decisions that are well-informed. Good boards are very complementary in terms of skills and have a good understanding of the values of the organisation – this allows boards to be a team of high performing individuals that work together to achieve great results.

There are a wide range of advantages to having a diverse board, including but not limited, to ethnicity, gender and age. As our society evolves and changes, having people with different skills and lived experiences often challenges a board to think differently to serve their stakeholders or consumers and make decisions that more insightful and better informed.

"As our society evolves and changes, having people with different skills and lived experiences often challenges a board to think differently..."

My advice to emerging directors would be to give governance roles a go, no matter how daunting they look, but make sure the organisation is aligned to your values. Get yourself a mentor early on who will listen to you, coach you, but most importantly, support and challenge you to go outside your comfort zone to be the best.

Dr Daniel Tulloch

Lay member of the Lawyers & Conveyancers Disciplinary Tribunal, appointed to the Financial Advisers Disciplinary Committee.

What worked yesterday doesn't always work today. Rapid changes in the economy, technology and culture means boards are having to address more complex risks and challenges than ever before. Good boards are achieving progress through recognising the value of diversity at the board-level.

This concept is deeper than diversity of demographics alone and includes both diversity of thought and diversity of perspective.

"Diversity at the board-level means bringing a wider range of skills, experiences and backgrounds to the table..."

Diversity at the board-level means bringing a wider range of skills, experiences and backgrounds to the table, to better anticipate change, assess risks and discover opportunities. Diverse director backgrounds, skills, and perspectives means boards are better equipped to tackle complex challenges from multiple angles. And having diversity at the board-level sends a clear message that these boards are broad-minded and willing to think outside the box.

As an emerging director, a major challenge I faced early on was a lack of visible role models. There are few young directors, and even fewer young ethnic directors. I was fully aware that my suitability for directorship roles would be assessed on the basis of my range of skills and contribution to the board discussion. However, I still found it difficult to imagine myself being something I rarely had the opportunity to see. I overcame this challenge by recognising that maybe my answer was not finding one role model, but a range of people I admire for different reasons. I soon found myself a small number of mentors, who each helped me develop different parts of my directorship skill set and perspective.

Ming-Chun Wu

Trustee of the Wellington Community Trust and Layperson member to the Pharmacy Council of New Zealand.

Essentially a good board is like any great team where members communicate well with each other and value each other's contributions towards common goals. Members need to respect each other's experience and perspectives and offer support to each other.

As well as having good governance and technical skills, board members must be inquisitive and be prepared to challenge one another and senior management in a respectable manner. A good board inherently respect and trust one another to have open and frank conversations to enable intelligent decision-making.

I believe having a mix of skills, strengths, and background on a board will likely bring creativity and fresh insights to the table whilst minimising

"Another advantage of bringing diversity to a board is that each member can contribute something unique which might lead to taking a leadership role for particular portfolios or board committees."

the risks of group think. Another advantage of bringing diversity to a board is that each member can contribute something unique which might lead to taking a leadership role for particular portfolios or board committees.

While you could read up on governance, I believe there is no better way to learn about it than being on an actual board so be open to take on voluntary board positions to build experience. Approach your new board role like you do for any new job – get to know the organisation, its people, and be willing to ask questions and learn.

Although it is important to observe and get to know fellow board members and the board's dynamics in early meeting, go prepared to board meetings and be willing to participate, particularly in your area of expertise.

Penny Mudford ONZM

National Chair of Rural Women NZ

A successful board is when you get a group of people that understand the organisation that they've got responsibilty for. Those people need to have genuine understanding of governance – which is different to management and operations. That board needs to be diverse, not just in gender and ethnicity, but also in age and expereince. For that successful board to thrive, you need an environment where people can work constructively to discuss, debate, and put their thinking hats on to find solutions to the difficult challenges that boards generally deal with.

A more diverse board means better representation of the wider community that you're serving. When you get too many people who are similar, whether that be gender, ethnicity, or age around a board table then you tend to get 'group think' and the best way to beat it is by diversifying who's at the table. It expands the discussion and draws on a wider range of experinece, not just professional but life experience too.

If I could give emerging directors a piece of advice it would be to be selective of the boards you put yourself forward for. If there are gaps in your knowledge or experience, then fill those gaps and build your life expereince. It takes a long time to get to the point of feeling that you're capable as a director, even when I became what some would consider expereinced I still felt like there was more I could learn. Take your time, be selective, and keep learning. Get connected with communities to understand people so you can bring that as well as your technical knowledge.

"The best way to beat it [group think] is by diversifying who's at the table."

Ariana Paul

Future Director on the National Advisory Council on the Employment of Women

You've got to be unafraid to put yourself out there because that's really what you're doing. You're saying I've got the skills – perhaps some unique skills that others could learn from as well.

Don't feel like if nothing comes of it that's the last opportunity you're ever going to get. If nothing comes out of it, just keep thinking 'this is the pathway that I want to take.' And for women in particular, we still struggle with rejection, but really it's just something that didn't work out.

As women we need to think about putting ourselves out there – being courageous – and what does that mean? It means that along the way you're going to get some noes and you might get some yeses. And you may have the opportunity to say no yourself.

I believe wāhine Māori all bring a different worldview. We shouldn't put all Māori under one scope and go "you're there, you're representing all Māori."

I believe wāhine Māori all bring a different worldview. We shouldn't put all Māori under one scope and go "you're there, you're representing all Māori."

The Chair is there to guide the agenda, and the chair should be looking for some healthy tensions. That's what gets you to good decisions. Our Chair is so graceful. She melds her world views being a Māori woman, she just lets them flow without people feeling like they're being left out. She brings her whole self in and she's making it comfortable so that everybody can bring their whole selves into that meeting. That's an art – to make people feel comfortable about bringing all of their experiences in.

Rodger Finlay

Chair of New Zealand Post

New Zealand Post is about moving things that people care about from one part of the world to another, whether that be from New Zealand to another country, or from urban to rural. Our board therefore has to have the expertise to be able to make decisions that effect a wide range of people and communities.

> *"Once you've got the talent around the table it then turns to the Chair to ensure that diversity of thought is encouraged and total inclusion maintained."*

When looking at the talent pool you have to do so with an open mind. People are great at what they do no matter their gender or ethnicity. No one on the NZ Post board is there because we were ticking boxes but because they were the most qualified person for the job.

In addition to expertise board members must also be able to demonstarte diversity in thought no matter what their background. In the case of NZ Post we have to reprent the interest of the entire population. For the board to do this we must all be able to think diversely.

Once you've got the talent around the table it then turns to the Chair to ensure that diversity of thought is encouraged and total inclusion maintained. I believe that the best Chairs don't say much but facilitate dialogue amoungst board members.

Stocktake results

The 2019 stocktake collated the appointed membership of 433 state sector boards and committees, appointed across 52 Ministerial portfolios and administered by 26 agencies.

2618 appointed members were counted, of which:

- 1282 were women.
- 1 specified they did not identify with a gender.
- 1329 were male.

Our analysis shows that, as at 31 December 2019 women held 49.0 percent of board roles. This is a significant increase from 2018, when women's representation was at 47.4 percent. In 2017, women's representation was at 45.7 percent.

This increase shows the Government is tracking well towards achieving its goal of 50 percent women on boards by 2021.

Of 595 new appointments made during 2019, 313 of them (52.6 percent) were women. Women's representation has also increased through the dissolution of many male-dominated boards during the 2019 calendar year.

Women as board chairs

There were 336 ministerially-appointed members identified as board chairs, either on the organisation forms provided by agencies or on the boards' or organisations' websites. Of these 336 members, 128 (38.1 percent) were women.

While this figure is lower than women's overall representation on boards, it is an increase from 2018, when women held 34.5 percent of such chair roles. In 2017, women also held 34.5 percent of chair roles.

Ethnicity data reporting

Ethnicity data has been received for 94.7 percent of board members. This allows a robust report on members' ethnicity data, however significant data gaps exist for some agencies. Ethnicity classifications follow those of Stats NZ. Those who responded with New Zealander have been classified as "other", as per Stats NZ policy, and the option of "prefer not to say" was also provided for those who did not want to declare their ethnicity.

Ethnicity at a glance

Of the **94.7 percent** of board members who have provided ethnicity information:

- **71.6 percent** are or European
- **21.1 percent** are Māori
- **4.6 percent** are Pacific peoples
- **3.6 percent** are Asian
- **0.6 percent** are Middle Eastern, Latin American, or African

Of the **595** new appointments made in 2019:

- **64.3 percent** are European
- **25.8 percent** are Māori
- **7.0 percent** are Pacific peoples
- **4.9 percent** are Asian
- **1.0 percent** are Middle Eastern, Latin American, or African

For all ethnicities apart from European, the rate of appointment in 2019 is higher than the overall rate of representation. This suggests that state sector boards are in the process of becoming more ethnically diverse.

Ethnicity by gender

Women are represented within the various ethnic groups as follows:

- 844 of 1776 European members are women **(47.5 percent)**
- 284 of 523 Māori members are women **(54.3 percent)**
- 68 of 115 Pacific members are women **(59.1 percent)**
- 46 of 89 Asian members are women **(51.7 percent)**
- 6 of 16 Middle Eastern, Latin American, or African members are women **(37.5 percent)**
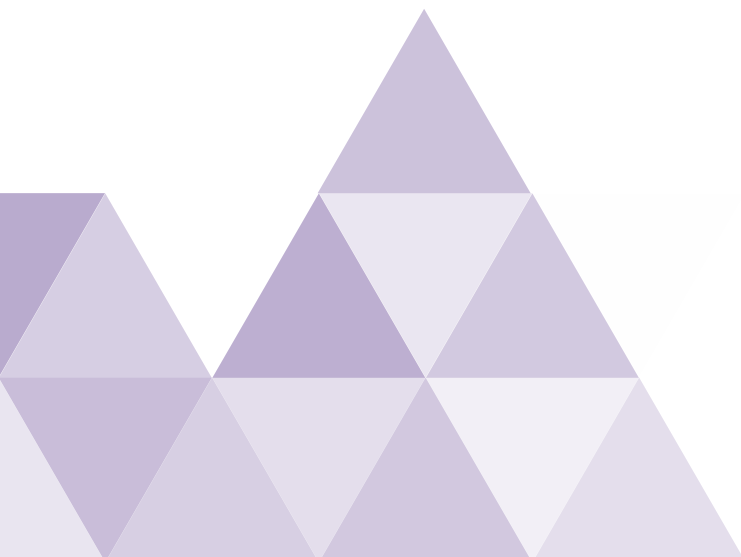
Appointments made outside of APH

Appointments made outside of APH or other Cabinet committees fall outside the scope of our stocktake methodology.

There may be progress in women's representation within such appointments that the reported stocktake results do not reflect.

For example, outside of APH the Minister of Justice recommends the appointment of Disputes Tribunal Referees, Tenancy Adjudicators, and Community Magistrates. Of these 127 appointed roles, 90 of them (70.8 percent) were held by women on 31 December 2019.

Board	members	women members	% of women
Disputes Tribunal Referees	62	47	75.8%
Tenancy Tribunal	47	27	57.4%
Community Magistrates	18	16	88.9%
Total	**127**	**90**	**70.9%**

Stocktake tables by gender and ethnicity

Gender by agency

Administering agency	Boards	Ministerial appointed members	Women ministerial appointed members	Percentage of women
Accident Compensation Corporation	1	6	1	16.7%
Department of Conservation	29	239	114	47.7%
Department of Corrections	3	8	2	25.0%
Department of Internal Affairs	52	321	177	55.1%
Department of Prime Minister and Cabinet	6	21	10	47.6%
Land Information New Zealand	4	20	7	35.0%
Ministry for Culture and Heritage	17	101	48	47.5%
Ministry for the Environment	8	76	30	39.5%
Ministry for Pacific Peoples	3	21	11	52.4%
Ministry for Primary Industries	16	85	39	45.9%
Ministry for Women	1	9	8	88.9%
Ministry of Business, Innovation and Employment	50	296	135	45.6%
Ministry of Education	12	66	35	53.0%
Ministry of Foreign Affairs and Trade	12	38	15	39.5%
Ministry of Health	55	504	301	59.7%
Ministry of Housing and Urban Development	1	8	4	50.0%
Ministry of Justice	60	324	130	40.1%
Ministry of Social Development	8	49	26	53.1%
Ministry of Transport	7	42	14	33.3%
New Zealand Defence Force	5	28	11	39.3%

Administering agency	Boards	Ministerial appointed members	Women ministerial appointed members	Percentage of women
Office of the Prime Minister's Science Advisory Committee	1	1	1	100.0%
Oranga Tamariki / Ministry for Children	9	27	16	59.3%
Parliamentary Counsel Office	1	1	0	0.0%
Te Puni Kōkiri	8	31	13	41.9%
Tertiary Education Commission	24	90	43	47.8%
Treasury	40	206	91	44.2%

The stocktake is dated 31 December 2019. It includes only New Zealand ministerial appointments that are required to be considered through the Cabinet Appointments and Honours Committee (APH) or other Cabinet committees. The stocktake does include appointments made by the Governor-General on the recommendation of a minister. It does not include members who have been elected, appointed as members of professional groups without ministerial right of approval, ex-officio members, or current members of parliament. The stocktake does not include temporary boards or committees i.e. bodies set up for a particular project that is expected to take no more than approximately 18 months and are intended to disband as soon as that project is completed.

Gender by portfolio

Ministerial portfolio	Boards	Ministerial appointed members	Women ministerial appointed members	Percentage of women
Prime Minister	5	9	5	55.6%
Minister for ACC	2	13	5	38.5%
Minister of Agriculture	14	74	36	48.6%
Minister for Arts, Culture and Heritage	10	59	25	42.4%
Attorney-General	8	94	33	35.1%
Minister for Biosecurity	1	4	2	50.0%
Minister of Broadcasting, Communications and Digital Media	6	29	15	51.7%
Minister for Building and Construction	6	45	18	40.0%
Minister for Children	9	27	16	59.3%
Minister for Climate Change	1	7	4	57.1%
Minister of Commerce and Consumer Affairs	14	83	35	42.2%
Minister for the Community and Voluntary Sector	2	10	8	80.0%
Minister of Conservation	29	239	114	47.7%
Minister of Corrections	3	8	2	25.0%
Minister of Defence	1	10	4	40.0%
Minister for Disability Issues	1	9	5	55.6%
Minister Responsible for the Earthquake Commission	2	9	5	55.6%
Minister for Economic Development	3	14	7	50.0%
Minister of Education	38	165	82	49.7%
Minister for Energy and Resources	4	17	10	58.8%

Ministerial portfolio	Boards	Ministerial appointed members	Women ministerial appointed members	Percentage of women
Minister for the Environment	7	69	26	37.7%
Minister for Ethnic Communities	1	7	2	28.6%
Minister of Finance	22	174	84	48.3%
Minister of Fisheries	1	1	1	100.0%
Minister for Food Safety	1	3	2	66.7%
Minister of Forestry	1	10	2	20.0%
Minister of Foreign Affairs	10	40	16	40.0%
Minister for Government Digital Services	1	7	3	42.9%
Minister for Greater Christchurch Regeneration	4	21	9	42.9%
Minister of Health	55	504	301	59.7%
Minister of Housing	2	13	6	46.2%
Minister for Infrastructure	1	6	2	33.3%
Minister of Internal Affairs	33	158	95	60.1%
Minister of Justice	54	236	99	41.9%
Minister for Land Information	4	20	7	35.0%
Minister of Local Government	2	13	5	38.5%
Minister for Māori Development	8	31	13	41.9%
Minister of Pacific Peoples	3	21	11	52.4%
Minister responsible for Pike River Re-entry	1	1	0	0.0%
Minister for Racing	1	1	1	100.0%

Ministerial portfolio	Boards	Ministerial appointed members	Women ministerial appointed members	Percentage of women
Minister for Regional Economic Development	3	16	5	31.3%
Minister of Research, Science and Innovation	11	78	39	50.0%
Minister for Social Development	6	31	16	51.6%
Minister for Sport and Recreation	4	27	13	48.1%
Minister for State Owned Enterprises	16	84	37	44.0%
Minister of Tourism	3	15	5	33.3%
Minister for Trade and Export Growth	2	2	1	50.0%
Minister of Transport	7	42	14	33.3%
Minister for Veterans	4	18	7	38.9%
Minister for Women	1	9	8	88.9%
Minister of Workplace Relations and Safety	4	26	16	61.5%
Minister for Youth	1	9	5	55.6%
	433	2618	1282	49.0%

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Ethnicity by agency

Agency	Ministerial appointed members	Appointees with ethnicity data	European	Māori	Pacific	Asian	Middle Eastern, Latin American or African	Other	Do not wish to specify
Accident Compensation Corporation	6	6 (100.0%)	5 (83.3%)	1 (16.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (16.7%)
Department of Conservation	239	239 (100.0%)	144 (60.3%)	93 (38.9%)	1 (0.4%)	2 (0.8%)	2 (0.8%)	0 (0.0%)	0 (0.0%)
Department of Corrections	8	8 (100.0%)	5 (62.5%)	3 (37.5%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Department of Internal Affairs	321	298 (92.8%)	181 (60.7%)	70 (23.5%)	15 (5.0%)	34 (11.4%)	2 (0.7%)	4 (1.3%)	4 (1.3%)
Department of Prime Minister and Cabinet	21	17 (81.0%)	16 (94.1%)	2 (11.8%)	1 (5.9%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Land Information New Zealand	20	20 (100.0%)	15 (75.0%)	4 (20.0%)	1 (5.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Ministry for Culture and Heritage	101	101 (100.0%)	64 (63.4%)	24 (23.8%)	13 (12.9%)	2 (2.0%)	0 (0.0%)	0 (0.0%)	1 (1.0%)
Ministry for the Environment	76	34 (44.7%)	Insufficient ethnicity data received*						
Ministry for Pacific Peoples	21	20 (95.2%)	0 (0.0%)	1 (5.0%)	20 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Ministry for Primary Industries	85	79 (92.9%)	64 (81.0%)	15 (19.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (1.3%)	0 (0.0%)
Ministry for Women	9	9 (100.0%)	6 (66.7%)	1 (11.1%)	1 (11.1%)	1 (11.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Ministry of Business, Innovation and Employment	296	284 (95.9%)	219 (77.1%)	32 (11.3%)	4 (1.4%)	10 (3.5%)	2 (0.7%)	1 (0.4%)	23 (8.1%)
Ministry of Education	66	65 (98.5%)	25 (38.5%)	27 (41.5%)	12 (18.5%)	2 (3.1%)	0 (0.0%)	1 (1.5%)	0 (0.0%)
Ministry of Foreign Affairs and Trade	38	27 (71.1%)	Insufficient ethnicity data received*						
Ministry of Health	504	489 (97.0%)	356 (72.8%)	102 (20.9%)	21 (4.3%)	16 (3.3%)	6 (1.2%)	9 (1.8%)	0 (0.0%)
Ministry of Housing and Urban Development	8	7 (87.5%)	4 (57.1%)	3 (42.9%)	1 (14.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Ministry of Justice	324	324 (100.0%)	274 (84.6%)	34 (10.5%)	12 (3.7%)	7 (2.2%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

Agency	Ministerial appointed members	Appointees with ethnicity data	European	Māori	Pacific	Asian	Middle Eastern, Latin American or African	Other	Do not wish to specify
Ministry of Social Development	49	33 (67.3%)	Insufficient ethnicity data received*						
Ministry of Transport	42	42 (100.0%)	41 (97.6%)	1 (2.4%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
New Zealand Defence Force	28	28 (100.0%)	26 (92.9%)	8 (28.6%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Office of the Prime Minister's Science Advisory Committee	1	1 (100.0%)	1 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Oranga Tamariki / Ministry for Children	27	27 (100.0%)	15 (55.6%)	11 (40.7%)	1 (3.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Parliamentary Counsel Office	1	1 (100.0%)	1 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Te Puni Kōkiri	31	27 (87.1%)	0 (0.0%)	27 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Tertiary Education Commission	90	90 (100.0%)	67 (74.4%)	20 (22.2%)	1 (1.1%)	2 (2.2%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Treasury	206	203 (98.5%)	187 (92.1%)	19 (9.4%)	6 (3.0%)	6 (3.0%)	2 (1.0%)	2 (1.0%)	1 (0.5%)

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* Where ethnicity data for a portfolio or agency is for fewer than 80 percent of their members, we have not been able to provide further breakdowns on the ethnicities of their appointments.

Ethnicity by portfolio

Ministerial portfolio	Ministerial appointed members	Appointees with ethnicity data	European	Māori	Pacific	Asian	Middle Eastern, Latin American or African	Other	Do not wish to specify
Prime Minister	9	7 (77.8%)	Insufficient ethnicity data received*						
Minister for ACC	13	13 (100.0%)	11 (84.6%)	1 (7.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (15.4%)
Minister of Agriculture	74	68 (91.9%)	58 (85.3%)	10 (14.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (1.5%)	0 (0.0%)
Minister for Arts, Culture and Heritage	59	59 (100.0%)	35 (59.3%)	20 (33.9%)	4 (6.8%)	2 (3.4%)	0 (0.0%)	0 (0.0%)	1 (1.7%)
Attorney General	94	94 (100.0%)	73 (77.7%)	20 (21.3%)	1 (1.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Biosecurity	4	4 (100.0%)	4 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister of Broadcasting, Communications and Digital Media	29	27 (93.1%)	18 (66.7%)	3 (11.1%)	8 (29.6%)	1 (3.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Building and Construction	45	40 (88.9%)	31 (77.5%)	2 (5.0%)	1 (2.5%)	5 (12.5%)	0 (0.0%)	1 (2.5%)	0 (0.0%)
Minister for Children	27	27 (100.0%)	15 (55.6%)	11 (40.7%)	1 (3.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Climate Change	7	7 (100.0%)	6 (85.7%)	1 (14.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister of Commerce and Consumer Affairs	83	77 (92.8%)	70 (90.9%)	1 (1.3%)	3 (3.9%)	2 (2.6%)	2 (2.6%)	0 (0.0%)	2 (2.6%)
Minister for the Community and Voluntary Sector	10	6 (60.0%)	Insufficient ethnicity data received*						
Minister of Conservation	239	239 (100.0%)	144 (60.3%)	93 (38.9%)	1 (0.4%)	2 (0.8%)	2 (0.8%)	0 (0.0%)	0 (0.0%)
Minister of Corrections	8	8 (100.0%)	5 (62.5%)	3 (37.5%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister of Defence	10	10 (100.0%)	8 (80.0%)	3 (30.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Disability Issues	9	8 (88.9%)	6 (75.0%)	2 (25.0%)	0 (0.0%)	1 (12.5%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister Responsible for Earthquake Commission	9	9 (100.0%)	9 (100.0%)	1 (11.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

Ministerial portfolio	Ministerial appointed members	Appointees with ethnicity data	European	Māori	Pacific	Asian	Middle Eastern, Latin American or African	Other	Do not wish to specify
Minister for Economic Development	14	14 (100.0%)	9 (64.3%)	4 (28.6%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (14.3%)
Minister of Education	165	164 (99.4%)	101 (61.6%)	48 (29.3%)	14 (8.5%)	4 (2.4%)	0 (0.0%)	1 (0.6%)	0 (0.0%)
Minister of Energy and Resources	17	16 (94.1%)	12 (75.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	4 (25.0%)
Minister for the Environment	69	27 (39.1%)	Insufficient ethnicity data received*						
Minister for Ethnic Communities	7	7 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	7 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister of Finance	174	167 (96.0%)	130 (77.8%)	24 (14.4%)	4 (2.4%)	12 (7.2%)	2 (1.2%)	2 (1.2%)	0 (0.0%)
Minister of Fisheries	1	1 (100.0%)	1 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Food Safety	3	3 (100.0%)	3 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister of Foreign Affairs	40	29 (72.5%)	Insufficient ethnicity data received*						
Minister of Forestry	10	10 (100.0%)	5 (50.0%)	5 (50.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Government Digital Services	7	7 (100.0%)	4 (57.1%)	2 (28.6%)	0 (0.0%)	1 (14.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Greater Christchurch Regeneration	21	17 (81.0%)	16 (94.1%)	2 (11.8%)	1 (5.9%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister of Health	504	489 (97.0%)	356 (72.8%)	102 (20.9%)	21 (4.3%)	16 (3.3%)	6 (1.2%)	9 (1.8%)	0 (0.0%)
Minister of Housing	13	12 (92.3%)	8 (66.7%)	4 (33.3%)	2 (16.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Infrastructure	6	6 (100.0%)	5 (83.3%)	0 (0.0%)	1 (16.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister of Internal Affairs	158	149 (94.3%)	76 (51.0%)	48 (32.2%)	11 (7.4%)	16 (10.7%)	0 (0.0%)	4 (2.7%)	4 (2.7%)
Minister of Justice	236	236 (100.0%)	207 (87.7%)	14 (5.9%)	11 (4.7%)	7 (3.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Land Information	20	20 (100.0%)	15 (75.0%)	4 (20.0%)	1 (5.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister of Local Government	13	12 (92.3%)	12 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Māori Development	31	27 (87.1%)	0 (0.0%)	27 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Pacific Peoples	21	20 (95.2%)	0 (0.0%)	1 (5.0%)	20 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

Ministerial portfolio	Ministerial appointed members	Appointees with ethnicity data	European	Māori	Pacific	Asian	Middle Eastern, Latin American or African	Other	Do not wish to specify
Minister responsible for Pike River Re-entry	1	1 (100.0%)	1 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Racing	1	1 (100.0%)	1 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Regional Economic Development	16	16 (100.0%)	10 (62.5%)	6 (37.5%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister of Research, Science and Innovation	78	78 (100.0%)	54 (69.2%)	9 (11.5%)	0 (0.0%)	3 (3.8%)	0 (0.0%)	0 (0.0%)	14 (17.9%)
Minister for Social Development	31	16 (51.6%)	Insufficient ethnicity data received*						
Minister for Sport and Recreation	27	27 (100.0%)	22 (81.5%)	3 (11.1%)	2 (7.4%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for State Owned Enterprises	84	84 (100.0%)	77 (91.7%)	9 (10.7%)	1 (1.2%)	3 (3.6%)	2 (2.4%)	0 (0.0%)	0 (0.0%)
Minister of Tourism	15	15 (100.0%)	6 (40.0%)	10 (66.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Trade and Export Growth	2	1 (50.0%)	Insufficient ethnicity data received*						
Minister of Transport	42	42 (100.0%)	41 (97.6%)	1 (2.4%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Veterans	18	18 (100.0%)	18 (100.0%)	5 (27.8%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Women	9	9 (100.0%)	6 (66.7%)	1 (11.1%)	1 (11.1%)	1 (11.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister of Workplace Relations and Safety	26	26 (100.0%)	25 (96.2%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (3.8%)
Minister for Youth	9	9 (100.0%)	3 (33.3%)	2 (22.2%)	2 (22.2%)	1 (11.1%)	2 (22.2%)	0 (0.0%)	0 (0.0%)

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* Where ethnicity data for a portfolio or agency is for fewer than 80 percent of their members, we have not been able to provide further breakdowns on the ethnicities of their appointments.

Methodology

The Ministry for Women undertakes the gender stocktake of state sector boards and committees annually.

We count the ministerial appointments to state sector boards and committees as at 31 December each year. We take our data from organisation forms submitted each year to the Department of Prime Minister and Cabinet.

The current stocktake is dated 31 December 2019 and reports on the ministerially appointed membership of permanent or ongoing state sector boards, committees and appointed roles as at that date. It includes only New Zealand ministerial appointments that are considered through Cabinet's Appointments and Honours (APH) Committee, or other Cabinet committees.

The stocktake confirms membership of the boards as the 31 December 2019. It does not count non-appointed members such as elected or ex officio members. It also does not include temporary boards which are appointed for periods of 18 months or less.

Where information on the organisation form is ambiguous, or we received no organisation form for a board, Ministry for Women staff have contacted officials at the appointing agency to confirm the membership of the board as of 31 December 2019.

Upon collection of the initial data, the Ministry for Women forwarded information for each major agency to officials at that agency for their review and confirmation.

The 2019 stocktake has, for the first time, also included a collation of members' ethnicity data.

This was through a revised organisation form agreed and issued by the Department of Prime Minister and Cabinet where members' self-identified ethnicity information was recorded against their individual membership data.

When reporting ethnicity we have used common practice for official statistics. Ethnicity data has been coded in keeping with the relevant Stats NZ classification (ETHNIC05 V2.0).

Ethnicities reported are for appointed members only. When members supplied multiple ethnicities, each ethnicity was counted. Percentages given refer to the proportion of total members who have reported ethnicities.