

**From:** Ministry for Women - Ministerial Servicing  
**Sent:** Monday, 31 August 2020 12:29 PM  
**To:** 9(2)(a)  
**Subject:** RESPONSE from Ministry for Women - Aotearoa Board Diversity

Tēnā koe 9(2)(a)

In reply to your request for information relating to Aotearoa Board diversity in your email of 13 August 2020, we do not hold data or information in regards to all of Aotearoa's boards, comparisons between the public and commercial sectors, or on the non-profit sector, however information we do hold is below.

The most up-to-date information on diversity on state sector boards and committees that the Ministry for Women holds, is available on our website – <https://women.govt.nz/documents/2019-stocktake-gender-m%C4%81ori-and-ethnic-diversity>

In 2020, we published a stocktake in collaboration with the Office of Ethnic Communities that reported on representation in 2019 for Māori, gender and ethnicity on state sector boards and committees. We received data on ethnicity from 94.7 percent of state sector board and committee members. Please note that we only report on boards and committees appointed by the Cabinet Appointments and Honours Committee, and this was the first year representation for Māori and ethnicity had been reported on.

Also on our website, navigating from the same link above, you can find our previously published stocktakes reporting on representation for women on state sector boards and committees over a number of years. This data may be able to provide you with a trend in the increased representation for women on state sector boards and committees over recent years. For example, in 2013 women represented 41.1 percent of state sector board and committee members, and in 2019 they made up 49.0 percent of all members – <https://women.govt.nz/news/documents>

In regards to diversity on private sector boards, we draw your attention to the work of Champions for Change and their Diversity Report 2019 – <https://www.championsforchange.nz/assets/Uploads/Diversity-Report-2019.pdf>

We would be happy to discuss any of this information with you, or provide more background to our Nominations Service and the work that the Ministry does to promote women in governance. The Ministry's Manager Nominations, Kelsi Lopatecki-Cox would welcome hearing from you. Kelsi can be reached by email – [kelsi.cox@women.govt.nz](mailto:kelsi.cox@women.govt.nz).

#### **Official Information Act responses**

Please note that this response, with your personal details redacted, may be published on the Ministry's website. If you have any concerns or comments related to this, please let us know by emailing [ministerialservicing@women.govt.nz](mailto:ministerialservicing@women.govt.nz), within two weeks of the date of this email.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Nāku noa, nā  
Vicki Cordier



Vicki Cordier | Ministerial Advisor  
[www.women.govt.nz](http://www.women.govt.nz)

**From:** 9(2)(a)  
**Sent:** Thursday, 13 August 2020 11:18 AM  
**To:** DIA Info  
**Subject:** Aotearoa Board Diversity  
**Importance:** High

Kia ora,

My name is 9(2)(a) I am an equity, diversity, inclusion and culture specialist. I am in the process of planning for a series of presentations that I will be doing at a number of conferences on creating diverse boards and executive teams and would like to obtain information/data on the following please:

1. The most up to date data regarding the diversity profile for Aotearoa's boards (gender, ethnicity, age, disability, and sexual orientation)
2. Board diversity data that would be able to show the pattern/trends over the last 20 years for example
3. Any data that could provide a comparator with the public and commercial sectors – how does the not-for profit sector compare to the other 2 sectors in terms of the diversity of their board

I hope the above makes sense and you can assist in some way. I understand that you will be busy dealing with other issues, however I would be grateful if I could get a response within the next few days please.

Many thanks - Ngā mihi maioha

9(2)(a)



9(2)(a) is fully committed to the values and principles of **Tiriti o Waitangi and equity, diversity & inclusion** throughout all its business and social undertakings.

This e-mail and any files transmitted with it are confidential and may contain legally privileged information. It is intended solely for use of the individual(s) or entity to whom it is addressed.

If you are not the intended recipient, any disclosure, distribution, reproduction, printing or reliance on the contents of this information is strictly prohibited and may be illegal.

Any views expressed by an individual within this e-mail do not necessarily reflect the views of the company.