**2021 stocktake of Gender, Māori, Pacific and Ethnic Diversity on public sector boards and committees**

**Forewords**

**Forward by the Minister for Women, Hon Jan Tinetti**

I am pleased to introduce the 2021 stocktake of gender, Māori, Pacific and ethnic diversity on public sector boards and committees. I am proud to report that women now hold 52.5 percent of Cabinet appointed public sector board and committee roles, as at December 2021.

We have also seen changes in the diversity of our board members. Compared with 2020, we have seen increases in the representation of Māori, Pacific, Asian, and Middle Eastern, Latin American and African board members.

I encourage diverse representation on public sector boards and committees, so while some increases in 2021 are small, all are significant to ensure the decision-makers on public sector boards and committees have the relevant skills and expertise and reflect the vibrant diversity of our country.

Having boards that represent the communities they serve will support a thriving Aotearoa New Zealand. My Ministerial colleagues and I are committed to increasing gender and ethnic diversity across public sector boards and committees to ensure our organisations are representative of the communities they serve.

**Hon Jan Tinetti
Minister for Women**

**Forward by the Secretary for Women, Kellie Coombes**

The 2021 stocktake reflects the work within Manatū Wāhine and across the public service to increase the gender and ethnic diversity of public sector boards and committees.

Over 2021, I am pleased to see the increase of women’s representation overall and see that the percentage of women in board chair positions continued to rise to 42.0 percent in 2021.

We are focused on identifying potential governance opportunities for the 1,500 women on our database, matching their talent, skills, and experience to the opportunities available.

I acknowledge my colleagues at the Ministries for Ethnic Communities and Pacific Peoples, the Ministry of Disabled People, and Te Puni Kōkiri for their work to nominate candidates, and all appointing agencies who work to increase the diversity on public sector boards and committees.

At Manatū Wāhine we are committed to increasing the number of governance candidates. We will draw on our partners to share their expertise with candidates and will continue to work across Government to ensure good systems and supports are in place for board-ready candidates.

**Kellie Coombes**

**Secretary for Women and Chief Executive**

**Te Tumu Whakarae mō te Wahine**

**Key findings for 2021**

* Members on public sector boards and committees: 52.5% women, compared to 50.9% in 2020, and 49.0% in 2019
* New board members: 54.6% women, compared to 55.0% in 2020
* Board chairs: 42.0% women, compared to 40.0% in 2020

**Ethnicity representation on public sector boards and committees**

* 67.5% NZ European or European
* 25.3% Māori
* 6.4% Pacific
* 4.9% Asian
* 0.9% Middle Eastern, Latin American and African

**Overall results**

As at 31 December 2021, women held 52.5% of Cabinet appointed public sector board and committee roles. This is an increase from 50.9% in 2020, and 49.0% in 2019.

**Gender and ethnicity data**

Ethnicity data was provided for 2,582 board roles, or 98.9% of appointed members. This is consistent with the 2020 stocktake, when ethnicity data was received for 98.6% of members.

**The 2021 data shows that members are:**

* 67.5% NZ European or European (down from 71.4% in 2020)
* 25.3% Māori (up from 22.3% in 2020)
* 6.4% Pacific (up from 5.4% in 2020)
* 4.9% Asian (up from 4.0% in 2020)
* 0.9% Middle Eastern, Latin American and African (MELAA) (up from 0.8% in 2020)

**Gender breakdowns by ethnicity:**

* Of 1,742 roles held by NZ European or European members, 886 roles (50.9%) were held by NZ European or European women
* Of 654 roles held by Māori members, 366 of these (56.0%) were held by wāhine Māori
* Of 166 roles held by Pacific members, 103 roles (62.0%) were held by Pacific women
* Of 127 roles held by Asian members, 73 roles (57.5%) were held by Asian women
* Of 24 roles held by MELAA members, 14 roles (58.3%) were held by MELAA women

**Individual members holding multiple roles:**

* 2,288 members held 2,610 board roles. 1,370 board roles were held by women, 1,237 board roles were held by men, and 3 board roles were held by people who do not identify with a gender.
* 1,193 women held 1,370 board roles. Women made up 52.1% of all individuals holding roles.
* 1,535 NZ European or European people held 1,742 board roles. NZ European or European people made up 67.9% of all individuals holding roles.
* 781 NZ European or European women held 886 board roles. NZ European or European women made up 34.1% of all individuals holding roles.
* 553 Māori held 654 board roles. Māori made up 24.2% of all individuals holding roles.
* 302 wāhine Māori held 366 board roles. Wāhine Māori made up 13.2% of all individuals holding roles.
* 132 Pacific people held 166 board roles. Pacific people made up 5.8% of all individuals holding roles.
* 85 Pacific women held 103 board roles. Pacific women made up 3.7% of all individuals holding roles.
* 113 Asian people held 127 board roles. Asian people made up 4.9% of all individuals holding roles.
* 64 Asian women held 73 board roles. Asian women made up 2.8% of all individuals holding roles.
* 22 MELAA people held 24 board roles. MELAA people made up 1.0% of all individuals holding roles.
* 13 MELAA women held 14 board roles. MELAA women made up 0.6% of all individuals holding roles.

**Board chairs**

There were 331 appointed members identified as board chairs, either on the organisation forms provided or on boards’ or agencies’ websites. Of these, 139 (42.0%) were women. This is an increase from 40.0% in 2020. Of these 139 women, 138 (99.3%) provided ethnicity data.

**Ethnic breakdown of women board chairs:**

* 109 were NZ European or European (79.0%)
* 30 were Māori (21.7%)
* 7 were Pacific (5.1%)
* 2 were Asian (1.4%)
* 1 was MELAA (0.7%)
* 1 further chair preferred not to specify their ethnicity

**New appointments**

There were 524 new members recorded in the 2021 stocktake. Of these, 286 (54.6%) were women.Ethnicity data was received for 512 of the new members (97.7%).

**Ethnic breakdown of new members:**

* 53.7% were NZ European or European
* 32.2% were Māori
* 9.4% were Pacific
* 9.0% were Asian
* 2.3% were MELAA

**Summary Table by Administering Agency**

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| --- | --- | --- | --- | --- |
| **Administering Agency** | **Number of Boards** | **Ministerial Appointed Members** | **Women Ministerial Appointed Members** | **Percentage of Women** |
| Department of Conservation | 28 | 228 | 115 | 50.4% |
| Department of Corrections | 2 | 4 | 1 | 25.0% |
| Department of Internal Affairs | 55 | 357 | 201 | 56.3% |
| Department of the Prime Minister and Cabinet | 3 | 41 | 23 | 56.1% |
| Environmental Protection Authority | 1 | 1 | 0 | 0.0% |
| Land Information New Zealand | 4 | 20 | 8 | 40.0% |
| Ministry of Business, Innovation and Employment | 49 | 276 | 135 | 48.9% |
| Ministry for Culture and Heritage | 14 | 94 | 50 | 53.2% |
| Ministry of Education | 14 | 86 | 45 | 52.3% |
| Ministry for the Environment | 9 | 79 | 30 | 38.0% |
| Ministry of Foreign Affairs and Trade | 11 | 48 | 25 | 52.1% |
| Ministry of Health | 58 | 548 | 330 | 60.2% |
| Ministry of Housing and Urban Development | 1 | 8 | 3 | 37.5% |
| Ministry of Justice | 41 | 248 | 122 | 49.2% |
| Ministry for Pacific Peoples | 3 | 23 | 13 | 56.5% |
| Ministry for Primary Industries | 15 | 70 | 37 | 52.9% |
| Ministry of Social Development | 7 | 35 | 21 | 60.0% |
| Ministry of Transport | 7 | 46 | 14 | 30.4% |
| Ministry for Women | 1 | 9 | 8 | 88.9% |

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| --- | --- | --- | --- | --- |
| **Administering Agency** | **Number of Boards** | **Ministerial Appointed Members** | **Women Ministerial Appointed Members** | **Percentage of Women** |
| National Emergency Management Agency | 1 | 5 | 4 | 80.0% |
| New Zealand Defence Force | 5 | 27 | 10 | 37.0% |
| New Zealand Police | 1 | 9 | 5 | 55.6% |
| Office of the Prime Minister's Science Advisory Committee | 1 | 1 | 1 | 100.0% |
| Oranga Tamariki  | 9 | 22 | 16 | 72.7% |
| Parliamentary Counsel Office | 1 | 1 | 0 | 0.0% |
| Te Arawhiti The Office for Māori Crown Relations | 1 | 5 | 2 | 40.0% |
| Te Puni Kōkiri | 7 | 38 | 18 | 47.4% |
| Tertiary Education Commission | 14 | 66 | 32 | 48.5% |
| Treasury | 41 | 215 | 101 | 47.0% |
| **Total** | **404** | **2610** | **1370** | **52.5%** |

The stocktake is dated 31 December 2021. 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.

**Summary Table by Ministerial Portfolio**

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| --- | --- | --- | --- | --- |
| **Ministerial portfolio** | **Number of Boards** | **Ministerial Appointed Members** | **Women Ministerial Appointed Members** | **Percentage of Women** |
| Prime Minister | 5 | 11 | 4 | 36.4% |
| Minister for ACC | 1 | 8 | 3 | 37.5% |
| Minister of Agriculture | 13 | 58 | 35 | 60.3% |
| Minister for Arts, Culture and Heritage | 7 | 51 | 28 | 54.9% |
| Attorney General | 6 | 90 | 42 | 46.7% |
| Minister for Biosecurity | 1 | 4 | 2 | 50.0% |
| Minister for Broadcasting and Media  | 6 | 31 | 15 | 48.4% |
| Minister for Building and Construction | 6 | 44 | 22 | 50.0% |
| Minister for Children | 9 | 22 | 16 | 72.7% |
| Minister for Climate Change | 3 | 20 | 8 | 40.0% |
| Minister of Commerce and Consumer Affairs | 15 | 77 | 37 | 48.1% |
| Minister for the Community and Voluntary Sector | 2 | 9 | 7 | 77.8% |
| Minister of Conservation | 28 | 228 | 115 | 50.4% |
| Minister of Corrections | 2 | 4 | 1 | 25.0% |
| Minister of Defence | 1 | 10 | 4 | 40.0% |
| Minister for the Digital Economy and Communications | 1 | 7 | 2 | 28.6% |
| Minister for Disability Issues | 1 | 8 | 4 | 50.0% |
| Minister for Disarmament and Arms Control | 1 | 4 | 3 | 75.0% |

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| --- | --- | --- | --- | --- |
| **Ministerial portfolio** | **Number of Boards** | **Ministerial Appointed Members** | **Women Ministerial Appointed Members** | **Percentage of Women** |
| Minister for Diversity, Inclusion and Ethnic Communities | 1 | 8 | 4 | 50.0% |
| Minister Responsible for Earthquake Commission | 3 | 15 | 9 | 60.0% |
| Minister for Economic and Regional Development | 5 | 24 | 10 | 41.7% |
| Minister of Education | 30 | 163 | 82 | 50.3% |
| Minister for Emergency Management | 1 | 5 | 4 | 80.0% |
| Minister of Energy and Resources | 4 | 17 | 9 | 52.9% |
| Minister for the Environment | 8 | 66 | 24 | 36.4% |
| Minister of Finance | 22 | 177 | 92 | 52.0% |
| Minister for Food Safety | 1 | 3 | 1 | 33.3% |
| Minister of Foreign Affairs | 8 | 31 | 17 | 54.8% |
| Minister of Forestry | 1 | 11 | 3 | 27.3% |
| Minister for the Government's Response to the Royal Commission's Report into the Terrorist Attack on the Christchurch Mosques | 1 | 32 | 20 | 62.5% |
| Minister of Health | 58 | 548 | 330 | 60.2% |
| Minister of Housing | 2 | 12 | 5 | 41.7% |
| Minister for Infrastructure | 1 | 7 | 3 | 42.9% |
| Minister of Internal Affairs | 32 | 159 | 96 | 60.4% |
| Minister of Justice | 35 | 162 | 82 | 50.6% |
| Minister for Land Information | 5 | 25 | 10 | 40.0% |
| Minister of Local Government | 4 | 37 | 16 | 43.2% |
| Minister for Māori Development | 7 | 38 | 18 | 47.4% |

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| --- | --- | --- | --- | --- |
| **Ministerial portfolio** | **Number of Boards** | **Ministerial Appointed Members** | **Women Ministerial Appointed Members** | **Percentage of Women** |
| Minister for Oceans and Fisheries | 1 | 1 | 0 | 0.0% |
| Minister for Pacific Peoples | 3 | 23 | 13 | 56.5% |
| Minister of Police | 1 | 9 | 5 | 55.6% |
| Minister for Racing | 3 | 12 | 6 | 50.0% |
| Minister of Research, Science and Innovation | 11 | 67 | 33 | 49.3% |
| Minister for Small Business | 1 | 5 | 3 | 60.0% |
| Minister for Social Development and Employment | 6 | 27 | 17 | 63.0% |
| Minister for Sport and Recreation | 4 | 27 | 14 | 51.9% |
| Minister for State Owned Enterprises | 16 | 81 | 39 | 48.1% |
| Minister of Tourism | 2 | 8 | 3 | 37.5% |
| Minister for Trade and Export Growth | 2 | 14 | 6 | 42.9% |
| Minister of Transport | 7 | 46 | 14 | 30.4% |
| Minister for Treaty of Waitangi Negotiations | 1 | 5 | 2 | 40.0% |
| Minister for Veterans | 4 | 17 | 6 | 35.3% |
| Minister for Women | 1 | 9 | 8 | 88.9% |
| Minister of Workplace Relations and Safety | 4 | 33 | 18 | 54.5% |
| **Total** | **404** | **2610** | **1370** | **52.5%** |

The stocktake is dated 31 December 2021. 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.

**Summary of Reported Ethnicities (Appointed Members) by Administering Agency**

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Administering Agency** | **Number of Appointees** | **Appointees with ethnicity data (%)** | **NZ European or European (%)** | **Māori (%)** | **Pacific (%)** | **Asian (%)** | **MELAA (%)** | **Other (%)** | **Did not specify (%)** |
| Department of Conservation | 228 | 228 (100.0%) | 129 (56.6%) | 101 (44.3%) | 1 (0.4%) | 3 (1.3%) | 1 (0.4%) | 0 (0.0%) | 0 (0.0%) |
| Department of Corrections | 4 | 4 (100.0%) | 2 (50.0%) | 2 (50.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Department of Internal Affairs | 357 | 354 (99.2%) | 207 (58.5%) | 98 (27.7%) | 31 (8.8%) | 36 (10.2%) | 1 (0.3%) | 8 (2.3%) | 4 (1.1%) |
| Department of the Prime Minister and Cabinet | 41 | 38 (92.7%) | 13 (34.2%) | 6 (15.8%) | 3 (7.9%) | 12 (31.6%) | 7 (18.4%) | 1 (2.6%) | 0 (0.0%) |
| Environmental Protection Authority | 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%) |
| Land Information New Zealand | 20 | 20 (100.0%) | 15 (75.0%) | 5 (25.0%) | 1 (5.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Ministry of Business, Innovation and Employment | 276 | 268 (97.1%) | 214 (79.9%) | 37 (13.8%) | 9 (3.4%) | 11 (4.1%) | 3 (1.1%) | 1 (0.4%) | 7 (2.6%) |
| Ministry for Culture and Heritage | 94 | 94 (100.0%) | 52 (55.3%) | 26 (27.7%) | 15 (16.0%) | 3 (3.2%) | 1 (1.1%) | 0 (0.0%) | 2 (2.1%) |
| **Administering Agency** | **Number of Appointees** | **Appointees with ethnicity data (%)** | **NZ European or European (%)** | **Māori (%)** | **Pacific (%)** | **Asian (%)** | **MELAA (%)** | **Other (%)** | **Did not specify (%)** |
| Ministry of Education | 86 | 86 (100.0%) | 35 (40.7%) | 42 (48.8%) | 11 (12.8%) | 3 (3.5%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Ministry for the Environment | 79 | 76 (96.2%) | 63 (82.9%) | 17 (22.4%) | 0 (0.0%) | 1 (1.3%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Ministry of Foreign Affairs and Trade | 48 | 48 (100.0%) | 26 (54.2%) | 9 (18.8%) | 9 (18.8%) | 4 (8.3%) | 0 (0.0%) | 1 (2.1%) | 0 (0.0%) |
| Ministry of Health | 548 | 548 (100.0%) | 370 (67.5%) | 139 (25.4%) | 29 (5.3%) | 30 (5.5%) | 8 (1.5%) | 2 (0.4%) | 0 (0.0%) |
| Ministry of Housing and Urban Development | 8 | 8 (100.0%) | 6 (75.0%) | 3 (37.5%) | 1 (12.5%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Ministry of Justice | 248 | 246 (99.2%) | 196 (79.7%) | 38 (15.4%) | 14 (5.7%) | 9 (3.7%) | 1 (0.4%) | 0 (0.0%) | 0 (0.0%) |
| Ministry for Pacific Peoples | 23 | 23 (100.0%) | 0 (0.0%) | 1 (4.3%) | 23 (100.0%) | 0 (0.0%) | 0 (0.0%) | 1 (4.3%) | 0 (0.0%) |
| Ministry for Primary Industries | 70 | 70 (100.0%) | 57 (81.4%) | 11 (15.7%) | 1 (1.4%) | 2 (2.9%) | 0 (0.0%) | 2 (2.9%) | 0 (0.0%) |
| Ministry of Social Development | 35 | 34 (97.1%) | 23 (67.6%) | 11 (32.4%) | 2 (5.9%) | 1 (2.9%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Ministry of Transport | 46 | 42 (91.3%) | 40 (95.2%) | 3 (7.1%) | 1 (2.4%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| **Administering Agency** | **Number of Appointees** | **Appointees with ethnicity data (%)** | **NZ European or European (%)** | **Māori (%)** | **Pacific (%)** | **Asian (%)** | **MELAA (%)** | **Other (%)** | **Did not specify (%)** |
| 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%) |
| National Emergency Management Agency | 5 | 5 (100.0%) | 0 (0.0%) | 5 (100.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| New Zealand Defence Force | 27 | 27 (100.0%) | 25 (92.6%) | 9 (33.3%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| New Zealand Police | 9 | 9 (100.0%) | 7 (77.8%) | 2 (22.2%) | 0 (0.0%) | 1 (11.1%) | 1 (11.1%) | 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  | 22 | 22 (100.0%) | 13 (59.1%) | 10 (45.5%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Parliamentary Counsel's 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 Arawhiti The Office for Māori Crown Relations | 5 | 5 (100.0%) | 5 (100.0%) | 2 (40.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Te Puni Kōkiri | 38 | 36 (94.7%) | 7 (19.4%) | 30 (83.3%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Tertiary Education Commission | 66 | 66 (100.0%) | 39 (59.1%) | 21 (31.8%) | 6 (9.1%) | 2 (3.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| **Administering Agency** | **Number of Appointees** | **Appointees with ethnicity data (%)** | **NZ European or European (%)** | **Māori (%)** | **Pacific (%)** | **Asian (%)** | **MELAA (%)** | **Other (%)** | **Did not specify (%)** |
| Treasury | 215 | 213 (99.1%) | 189 (88.7%) | 25 (11.7%) | 8 (3.8%) | 8 (3.8%) | 1 (0.5%) | 3 (1.4%) | 1 (0.5%) |

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**Summary of Reported Ethnicities (Appointed Members) by Ministerial Portfolio**

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Ministerial portfolio** | **Number of Appointees** | **Appointees with ethnicity data (%)** | **NZ European or European (%)** | **Māori (%)** | **Pacific (%)** | **Asian (%)** | **MELAA (%)** | **Other (%)** | **Did not specify (%)** |
| Prime Minister | 11 | 9 (81.8%) | 7 (77.8%) | 2 (22.2%) | 1 (11.1%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Minister for ACC | 8 | 7 (87.5%) | 6 (85.7%) | 1 (14.3%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Minister of Agriculture | 58 | 58 (100.0%) | 50 (86.2%) | 7 (12.1%) | 0 (0.0%) | 2 (3.4%) | 0 (0.0%) | 2 (3.4%) | 0 (0.0%) |
| Minister for Arts, Culture and Heritage | 51 | 51 (100.0%) | 27 (52.9%) | 21 (41.2%) | 4 (7.8%) | 1 (2.0%) | 0 (0.0%) | 0 (0.0%) | 2 (3.9%) |
| Attorney General | 90 | 90 (100.0%) | 72 (80.0%) | 20 (22.2%) | 2 (2.2%) | 2 (2.2%) | 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 for Broadcasting and Media  | 31 | 30 (96.8%) | 19 (63.3%) | 4 (13.3%) | 10 (33.3%) | 1 (3.3%) | 1 (3.3%) | 0 (0.0%) | 0 (0.0%) |
| Minister for Building and Construction | 44 | 42 (95.5%) | 29 (69.0%) | 3 (7.1%) | 3 (7.1%) | 6 (14.3%) | 0 (0.0%) | 1 (2.4%) | 0 (0.0%) |
| Minister for Children | 22 | 22 (100.0%) | 13 (59.1%) | 10 (45.5%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Minister for Climate Change | 20 | 20 (100.0%) | 16 (80.0%) | 5 (25.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |

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| **Ministerial portfolio** | **Number of Appointees** | **Appointees with ethnicity data (%)** | **NZ European or European (%)** | **Māori (%)** | **Pacific (%)** | **Asian (%)** | **MELAA (%)** | **Other (%)** | **Did not specify (%)** |
| Minister of Commerce and Consumer Affairs | 77 | 74 (96.1%) | 65 (87.8%) | 3 (4.1%) | 3 (4.1%) | 2 (2.7%) | 2 (2.7%) | 0 (0.0%) | 2 (2.7%) |
| Minister for the Community and Voluntary Sector | 9 | 7 (77.8%) | 5 (71.4%) | 2 (28.6%) | 1 (14.3%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Minister of Conservation | 228 | 228 (100.0%) | 129 (56.6%) | 100 (44.3%) | 1 (0.4%) | 3 (1.3%) | 1 (0.4%) | 0 (0.0%) | 0 (0.0%) |
| Minister of Corrections | 4 | 4 (100.0%) | 2 (50.0%) | 2 (50.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Minister of Defence | 10 | 10 (100.0%) | 9 (90.0%) | 4 (40.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Minister for the Digital Economy and Communications | 7 | 7 (100.0%) | 4 (57.1%) | 2 (28.6%) | 1 (14.3%) | 2 (28.6%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Minister for Disability Issues | 8 | 7 (87.5%) | 4 (57.1%) | 3 (42.9%) | 0 (0.0%) | 1 (14.3%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Minister for Disarmament and Arms Control | 4 | 4 (100.0%) | 2 (50.0%) | 0 (0.0%) | 2 (50.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |

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| **Ministerial portfolio** | **Number of Appointees** | **Appointees with ethnicity data (%)** | **NZ European or European (%)** | **Māori (%)** | **Pacific (%)** | **Asian (%)** | **MELAA (%)** | **Other (%)** | **Did not specify (%)** |
| Minister for Diversity, Inclusion and Ethnic Communities | 8 | 8 (100.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 8 (100.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Minister Responsible for Earthquake Commission | 15 | 15 (100.0%) | 15 (100.0%) | 1 (6.7%) | 0 (0.0%) | 0 (0.0%) | 1 (6.7%) | 0 (0.0%) | 0 (0.0%) |
| Minister for Economic and Regional Development | 24 | 24 (100.0%) | 15 (62.5%) | 11 (45.8%) | 1 (4.2%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 1 (4.2%) |
| Minister of Education | 163 | 163 (100.0%) | 85 (52.1%) | 64 (39.3%) | 18 (11.0%) | 5 (3.1%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Minister for Emergency Management | 5 | 5 (100.0%) | 0 (0.0%) | 5 (100.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Minister of Energy and Resources | 17 | 16 (94.1%) | 14 (87.5%) | 1 (6.3%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 2 (12.5%) |
| Minister for the Environment | 66 | 63 (95.5%) | 54 (85.7%) | 13 (20.6%) | 0 (0.0%) | 1 (1.6%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Minister of Finance | 177 | 175 (98.9%) | 120 (68.6%) | 37 (21.1%) | 9 (5.1%) | 13 (7.4%) | 0 (0.0%) | 5 (2.9%) | 1 (0.6%) |
| Minister for Food Safety | 3 | 3 (100.0%) | 2 (66.7%) | 0 (0.0%) | 1 (33.3%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| **Ministerial portfolio** | **Number of Appointees** | **Appointees with ethnicity data (%)** | **NZ European or European (%)** | **Māori (%)** | **Pacific (%)** | **Asian (%)** | **MELAA (%)** | **Other (%)** | **Did not specify (%)** |
| Minister of Foreign Affairs | 31 | 31 (100.0%) | 15 (48.4%) | 5 (16.1%) | 8 (25.8%) | 3 (9.7%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Minister of Forestry | 11 | 11 (100.0%) | 7 (63.6%) | 4 (36.4%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Minister for the Government's Response to the Royal Commission's Report into the Terrorist Attack on the Christchurch Mosques | 32 | 31 (96.9%) | 7 (22.5%) | 5 (16.1%) | 2 (6.5%) | 12 (38.7%) | 7 (22.5%) | 1 (3.2%) | 0 (0.0%) |
| Minister of Health | 548 | 548 (100.0%) | 370 (67.5%) | 139 (25.4%) | 29 (5.3%) | 30 (5.5%) | 8 (1.5%) | 2 (0.4%) | 0 (0.0%) |
| Minister of Housing | 12 | 12 (100.0%) | 9 (75.0%) | 4 (33.3%) | 2 (16.7%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Minister for Infrastructure | 7 | 7 (100.0%) | 5 (71.4%) | 1 (14.3%) | 2 (28.6%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Minister of Internal Affairs | 159 | 158 (99.4%) | 82 (51.9%) | 47 (30.4%) | 19 (12.0%) | 16 (10.1%) | 1 (0.6%) | 5 (3.2%) | 4 (2.5%) |
| Minister of Justice | 162 | 162 (100.0%) | 130 (80.2%) | 17 (10.5%) | 12 (7.4%) | 7 (4.3%) | 1 (0.6%) | 0 (0.0%) | 0 (0.0%) |
| Minister for Land Information | 25 | 25 (100.0%) | 20 (80.0%) | 5 (20.0%) | 1 (4.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| **Ministerial portfolio** | **Number of Appointees** | **Appointees with ethnicity data (%)** | **NZ European or European (%)** | **Māori (%)** | **Pacific (%)** | **Asian (%)** | **MELAA (%)** | **Other (%)** | **Did not specify (%)** |
| Minister of Local Government | 37 | 37 (100.0%) | 28 (75.7%) | 14 (37.8%) | 1 (2.7%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Minister for Māori Development | 38 | 36 (94.7%) | 7 (19.4%) | 30 (83.3%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Minister for Oceans and 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 Pacific Peoples | 23 | 23 (100.0%) | 0 (0.0%) | 1 (4.3%) | 23 (100.0%) | 0 (0.0%) | 0 (0.0%) | 1 (4.3%) | 0 (0.0%) |
| Minister of Police | 9 | 9 (100.0%) | 7 (77.8%) | 2 (22.2%) | 0 (0.0%) | 1 (11.1%) | 1 (11.11%) | 0 (0.0%) | 0 (0.0%) |
| Minister for Racing | 12 | 12 (100.0%) | 11 (91.7%) | 1 (8.3%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Minister of Research, Science and Innovation | 67 | 67 (100.0%) | 56 (83.6%) | 10 (14.9%) | 0 (0.0%) | 3 (4.5%) | 1 (1.1%) | 0 (0.0%) | 1 (1.5%) |
| Minister for Small Business | 5 | 3 (60.0%) | 3 (100.0%) | 1 (33.3%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Minister for Social Development | 27 | 27 (100.0%) | 19 (70.4%) | 8 (29.6%) | 2 (7.4%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Minister for Sport and Recreation | 27 | 27 (100.0%) | 19 (70.4%) | 4 (14.8%) | 2 (7.4%) | 2 (7.4%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |

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| **Ministerial portfolio** | **Number of Appointees** | **Appointees with ethnicity data (%)** | **NZ European or European (%)** | **Māori (%)** | **Pacific (%)** | **Asian (%)** | **MELAA (%)** | **Other (%)** | **Did not specify (%)** |
| Minister for State Owned Enterprises | 81 | 81 (100.0%) | 71 (87.7%) | 11 (13.6%) | 1 (1.2%) | 4 (4.9%) | 0 (0.0%) | 1 (1.2%) | 0 (0.0%) |
| Minister of Tourism | 8 | 8 (100.0%) | 4 (50.0%) | 4 (50.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Minister for Trade and Export Growth | 14 | 14 (100.0%) | 9 (64.3%) | 3 (21.4%) | 1 (7.1%) | 1 (7.1%) | 0 (0.0%) | 1 (7.1%) | 0 (0.0%) |
| Minister of Transport | 46 | 42 (91.3%) | 40 (95.2%) | 3 (7.1%) | 1 (2.4%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Minister for Treaty of Waitangi Negotiations | 5 | 5 (100.0%) | 5 (100.0%) | 2 (40.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) |
| Minister for Veterans | 17 | 17 (100.0%) | 16 (94.1%) | 5 (29.4%) | 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 | 33 | 33 (100.0%) | 27 (81.8%) | 4 (12.1%) | 2 (6.1%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 1 (3.0%) |

The stocktake is dated 31 December 2021. 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.

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