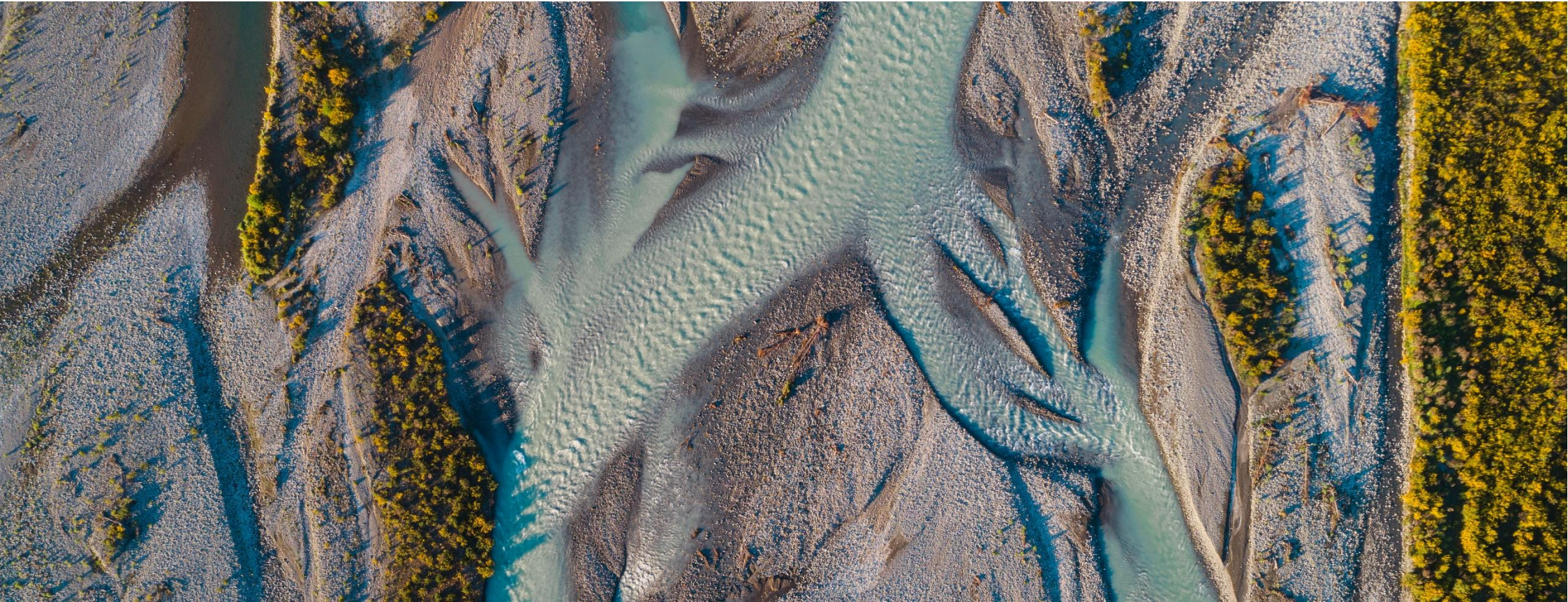


2021 stocktake of **Gender, Māori, Pacific and Ethnic Diversity** on public sector boards and committees



Forewords



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



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 Wāhine

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

NZ European or European

67.5%

Māori

25.3%

Pacific

6.4%

Asian

4.9%

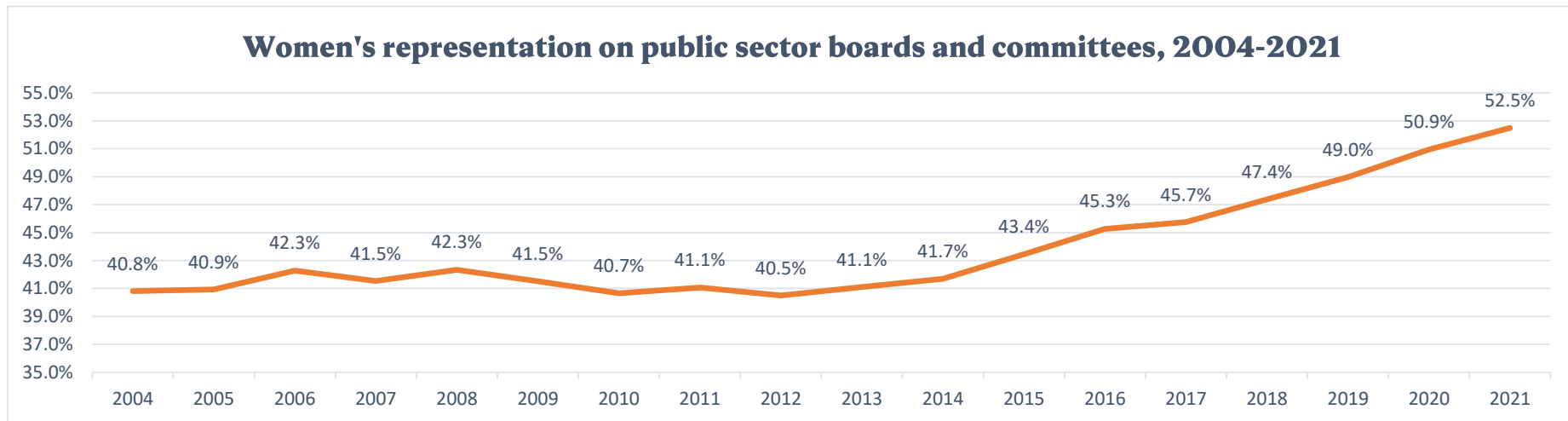
MELAA*

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)

Overall results

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.

Overall results

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

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%

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

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%

Ministerial portfolio	Number of Boards	Ministerial Appointed Members	Women Ministerial Appointed Members	Percentage of Women
Minister for Disarmament and Arms Control	1	4	3	75.0%
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%

Ministerial portfolio	Number of Boards	Ministerial Appointed Members	Women Ministerial Appointed Members	Percentage of Women
Minister of Local Government	4	37	16	43.2%
Minister for Māori Development	7	38	18	47.4%
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

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%)

Administering Agency	Number of Appointees	Appointees with ethnicity data (%)	NZ European or European (%)	Māori (%)	Pacific (%)	Asian (%)	MELAA (%)	Other (%)	Did not specify (%)
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%)
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%)
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%)

Administering Agency	Number of Appointees	Appointees with ethnicity data (%)	NZ European or European (%)	Māori (%)	Pacific (%)	Asian (%)	MELAA (%)	Other (%)	Did not specify (%)
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%)
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

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%)

Ministerial portfolio	Number of Appointees	Appointees with ethnicity data (%)	NZ European or European (%)	Māori (%)	Pacific (%)	Asian (%)	MELAA (%)	Other (%)	Did not specify (%)
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%)
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%)

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%)
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%)

Ministerial portfolio	Number of Appointees	Appointees with ethnicity data (%)	NZ European or European (%)	Māori (%)	Pacific (%)	Asian (%)	MELAA (%)	Other (%)	Did not specify (%)
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%)
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%)

Ministerial portfolio	Number of Appointees	Appointees with ethnicity data (%)	NZ European or European (%)	Māori (%)	Pacific (%)	Asian (%)	MELAA (%)	Other (%)	Did not specify (%)
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%)
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%)

Ministerial portfolio	Number of Appointees	Appointees with ethnicity data (%)	NZ European or European (%)	Māori (%)	Pacific (%)	Asian (%)	MELAA (%)	Other (%)	Did not specify (%)
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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