

2022 stocktake of **Gender, Māori, Pacific and Ethnic Diversity** on public sector boards and committees



Forewords



I am pleased to introduce the 2022 stocktake of gender, Māori, Pacific and ethnic diversity on public sector boards and committees. I am proud to report that women now hold 53.1% of Cabinet appointed public sector board and committee roles, as at December 2022.

This represents the tenth year in a row in which women's representation has increased from the previous year, and it is fantastic to see continued and sustained growth in the number of women in these critical leadership and governance positions.

The 2022 results show further increases to the number of wāhine Māori, Pacific and Asian women on boards, but there is more work to do to increase this diversity.

Our continued focus is increasing the ethnic diversity on public sector boards and committees so we can ensure these decision-makers reflect the vibrant diversity of our country.

Thank you to my Ministerial colleagues who work hard to ensure the public sector boards and committees represent the communities they serve will support a thriving Aotearoa New Zealand.

Hon Jan Tinetti
Minister for Women



The 2022 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 2022, I am pleased to see the continued increase of women's representation to 53.1% on public sector boards and committees.

I am also pleased to see that over half of new board members were women – showing that there were many talented and experienced leaders out there ready to take that step into a governance role.

Through our Nominations Service, 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. This includes launching a new search tool on our website to find learning and training opportunities in the governance sector.

I acknowledge my colleagues at the Ministries for Ethnic Communities and Pacific Peoples, Whaikaha, 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.

Kellie Coombes
Secretary for Women and Chief Executive
Te Tumu Whakarae mō te Wāhine

Key findings for 2022

Members on public sector boards and committees

53.1% women

compared to 52.5% in 2021, and 50.9% in 2020

New board members

55.3% women

compared to 54.6% in 2021

Board chairs

41.9% women

compared to 42.0% in 2021

Ethnicity representation on public sector boards and committees (all genders)

NZ European or European

65.4%

Māori

26.8%

Pacific

7.2%

Asian

6.1%

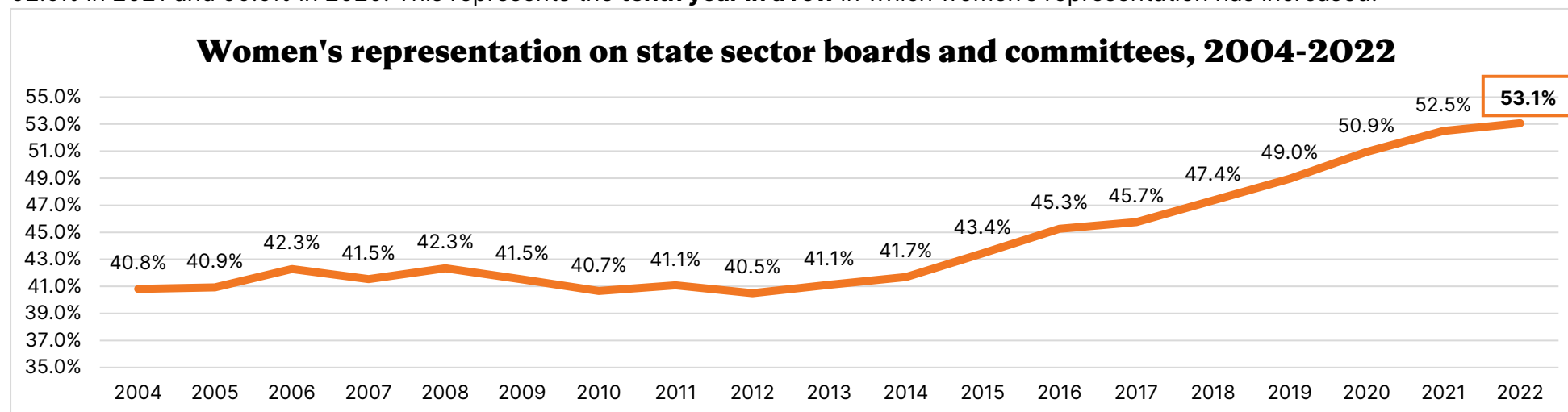
MELAA*

0.8%

*Middle Eastern, Latin American and African

Overall results

As at 31 December 2022, women held 53.1% of Cabinet appointed public sector board and committee roles. This is an increase from 52.5% in 2021 and 50.9% in 2020. This represents the **tenth year in a row** in which women's representation has increased.



Gender and ethnicity data

Ethnicity data was provided for 2,573 board roles, or 99.2% of appointed members. This builds on the 2021 stocktake, when ethnicity data was received for consistent for 98.6% of members.

The 2022 data shows that members (all genders) are:

- 65.4% NZ European or European (down from 67.5% in 2021)
- 26.8% Māori (up from 25.3% in 2021)
- 7.2% Pacific (up from 6.4% in 2021)
- 6.1% Asian (up from 4.9% in 2021)
- 0.8% Middle Eastern, Latin American and African (MELAA) (down from 0.9% in 2021)

Overall results

Gender breakdowns by ethnicity:

- Of 1,683 roles held by NZ European or European members, 866 roles (51.5%) were held by NZ European or European women
- Of 689 roles held by Māori members, 389 roles (56.5%) were held by wāhine Māori
- Of 186 roles held by Pacific members, 115 roles (61.8%) were held by Pacific women
- Of 156 roles held by Asian members, 92 roles (59.0%) were held by Asian women
- Of 21 roles held by MELAA members, 11 roles (52.4%) were held by MELAA women

Individual members holding multiple roles:

- 2,230 members held 2,593 roles. 1,376 board roles were held by women, 1,214 roles were held by men, and 3 board roles were held by people who do not identify with a gender.
- 1,172 women held 1,376 board roles. Women made up 52.6% of all individuals holding roles.
- 1,463 NZ European or European people held 1,683 board roles. NZ European or European people made up 65.6% of all individuals holding roles.
- 749 NZ European or European women held 866 board roles. NZ European or European women made up 33.6% of all individuals holding roles.
- 562 Māori people held 689 board roles. Māori made up 25.2% of all individuals holding roles.
- 315 wāhine Māori held 389 board roles. Wāhine Māori made up 14.1% of all individuals holding roles.
- 146 Pacific people held 186 board roles. Pacific people made up 6.5% of all individuals holding roles.
- 90 Pacific women held 115 board roles. Pacific women made up 4.0% of all individuals holding roles.
- 132 Asian people held 156 board roles. Asian people made up 5.9% of all individuals holding roles.
- 74 Asian women held 92 board roles. Asian women made up 3.3% of all individuals holding roles.
- 19 MELAA people held 21 board roles. MELAA people made up 0.9% of all individuals holding roles.
- 10 MELAA women held 11 board roles. MELAA women made up 0.4% of all individuals holding roles.

Overall results

Board chairs

There were 360 appointed members identified as board chairs, either on the organisation forms provided or on boards' or agencies' websites. Of these, 151 (41.9%) were women. In 2020, 42.0% of chairs were women. Of these women, 150 (99.3%) provided ethnicity data.

Ethnic breakdown of women board chairs:

- 107 were NZ European or European (71.3%)
- 41 were Māori (27.3%)
- 8 were Pacific (5.3%)
- 3 were Asian (2.0%)
- None were MELAA
- 1 further chair preferred not to specify their ethnicity.

New appointments

There were 524 new members recorded in the 2022 stocktake. Of these, 290 (55.3%) were women. Ethnicity data was received for 518 of the new members (98.9%).

Ethnic breakdown of new members (all genders):

- 54.6% were NZ European or European
- 34.6% were Māori
- 8.9% were Pacific
- 8.5% were Asian
- None 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	222	106	47.7%
Department of Corrections*	2	0	0	N/A
Department of Internal Affairs	55	345	193	55.9%
Department of the Prime Minister and Cabinet	4	40	24	60.0%
Environmental Protection Authority	1	1	0	0.0%
Land Information New Zealand	4	20	8	40.0%
Ministry for Culture and Heritage	14	96	53	55.2%
Ministry for Pacific Peoples	3	23	13	56.5%
Ministry for the Environment	10	79	28	35.4%
Ministry for Women	1	10	9	90.0%
Ministry of Business, Innovation and Employment	64	332	174	52.4%
Ministry of Education	14	84	46	54.8%
Ministry of Foreign Affairs and Trade	9	44	24	54.5%
Ministry of Health	42	464	290	62.5%
Ministry of Housing and Urban Development	1	8	1	12.5%
Ministry of Justice	41	246	120	48.8%
Ministry of Primary Industries	16	70	35	50.0%
Ministry of Social Development	6	35	21	60.0%

*No Ministerial appointments as previous members term had expired, appointment of new members to be made in due course.

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	9	33.3%
New Zealand Police	2	14	7	50.0%
Oranga Tamariki	11	31	23	74.2%
Parliamentary Counsel's Office	1	1	0	0.0%
Te Arawhiti	1	5	2	40.0%
Te Puna Aonui	1	11	9	81.8%
Te Puni Kōkiri	7	39	18	46.2%
Tertiary Education Commission	14	66	33	50.0%
Treasury	41	216	102	47.2%
Whaikaha Ministry for Disabled People	1	7	5	71.4%
Total	408	2593	1376	53.1%

The stocktake is dated 31 December 2022. 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	2	4	3	75.0%
Minister for ACC	1	8	4	50.0%
Minister of Agriculture	14	58	33	56.9%
Minister for Arts, Culture and Heritage	7	52	31	59.6%
Attorney General	6	88	43	48.9%
Minister for Biosecurity	1	4	2	50.0%
Minister for Broadcasting and Media	6	32	15	46.9%
Minister for Building and Construction	6	46	23	50.0%
Minister for Children	11	31	23	74.2%
Minister for Climate Change	3	20	7	35.0%
Minister of Commerce and Consumer Affairs	15	81	42	51.9%
Minister for the Community and Voluntary Sector	2	12	6	50.0%
Minister of Conservation	28	222	106	47.7%
Minister of Corrections*	2	0	0	N/A
Minister of Defence	1	9	3	33.3%
Minister for Disability Issues	1	7	5	71.4%
Minister for Disarmament and Arms Control	1	7	5	71.4%
Minister for Diversity, Inclusion and Ethnic Communities	1	8	4	50.0%

*No Ministerial appointments as previous members term had expired, appointment of new members to be made in due course.

Ministerial Portfolio	Number of Boards	Ministerial Appointed Members	Women Ministerial Appointed Members	Percentage of Women
Minister Responsible for Earthquake Commission	3	16	9	56.3%
Minister for Economic Development	5	29	18	62.1%
Minister of Education	30	162	85	52.5%
Minister for Emergency Management	1	5	4	80.0%
Minister of Energy and Resources	4	17	10	58.8%
Minister for the Environment	9	66	23	34.8%
Minister of Finance	22	176	90	51.1%
Minister for Food Safety	1	3	1	33.3%
Minister of Foreign Affairs	6	29	16	55.2%
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	30	19	63.3%
Minister of Health	42	464	290	62.5%
Minister of Housing	2	12	3	25.0%
Minister for Infrastructure	1	7	3	42.9%
Minister of Internal Affairs	33	150	91	60.7%
Minister of Justice	35	161	78	48.4%
Minister for Land Information	5	25	10	40.0%
Minister of Local Government	4	35	15	42.9%
Minister for Māori Development	7	39	18	46.2%
Minister for National Security and Intelligence	3	7	2	28.6%
Minister for Oceans and Fisheries	1	1	0	0.0%
Minister for Pacific Peoples	3	23	13	56.5%

Ministerial Portfolio	Number of Boards	Ministerial Appointed Members	Women Ministerial Appointed Members	Percentage of Women
Minister of Police	2	14	7	50.0%
Minister for the Prevention of Family and Sexual Violence	1	11	9	81.8%
Minister for Racing	3	12	7	58.3%
Minister of Research, Science and Innovation	11	76	40	52.6%
Minister for Small Business	1	5	3	60.0%
Minister for Social Development and Employment	21	64	34	53.1%
Minister for Sport and Recreation	4	27	14	51.9%
Minister for State Owned Enterprises	16	82	39	47.6%
Minister of Tourism	2	8	5	62.5%
Minister for Trade and Export Growth	2	12	6	50.0%
Minister of Transport	8	52	19	36.5%
Minister for Treaty of Waitangi Negotiations	1	5	2	40.0%
Minister for Veterans	4	18	6	33.3%
Minister for Women	1	10	9	90.0%
Minister of Workplace Relations and Safety	4	40	20	50.0%
Total	408	2593	1376	53.1%

The stocktake is dated 31 December 2022. 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

Agency	Number of Appointees	Appointees with ethnicity data (%)	NZ European or European (%)	Māori (%)	Pacific (%)	Asian (%)	MELAA (%)	Other (%)	Did not specify (%)
Department of Conservation	222	100.0%	122 (55.0%)	100 (45.0%)	0 (0.0%)	5 (2.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Department of Corrections*	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Department of Internal Affairs	345	100.0%	208 (60.3%)	89 (25.8%)	31 (9.0%)	35 (10.1%)	1 (0.3%)	9 (2.6%)	2 (0.6%)
Department of the Prime Minister and Cabinet	40	95.0%	14 (36.8%)	5 (13.2%)	3 (7.9%)	12 (31.6%)	6 (15.8%)	1 (2.6%)	1 (2.6%)
Environmental Protection Authority	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	100.0%	15 (75.0%)	5 (25.0%)	1 (5.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Ministry for Culture and Heritage	96	100.0%	53 (55.2%)	28 (29.2%)	17 (17.7%)	3 (3.1%)	1 (1.0%)	0 (0.0%)	1 (1.0%)

*No Ministerial appointments as previous members term had expired, appointment of new members to be made in due course.

Agency	Number of Appointees	Appointees with ethnicity data (%)	NZ European or European (%)	Māori (%)	Pacific (%)	Asian (%)	MELAA (%)	Other (%)	Did not specify (%)
Ministry for Pacific Peoples	23	100.0%	0 (0.0%)	1 (4.3%)	23 (100.0%)	1 (4.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Ministry for the Environment	79	100.0%	63 (79.7%)	19 (24.1%)	2 (2.5%)	1 (1.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Ministry for Women	10	100.0%	5 (50.0%)	3 (30.0%)	1 (10.0%)	1 (10.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Ministry of Business, Innovation and Employment	332	96.7%	242 (75.4%)	66 (20.6%)	11 (3.4%)	10 (3.1%)	3 (0.9%)	3 (0.9%)	9 (2.8%)
Ministry of Education	84	100.0%	30 (35.7%)	43 (51.2%)	13 (15.5%)	3 (3.6%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Ministry of Foreign Affairs and Trade	44	100.0%	25 (56.8%)	7 (15.9%)	8 (18.2%)	5 (11.4%)	0 (0.0%)	1 (2.3%)	0 (0.0%)
Ministry of Health	464	100.0%	285 (61.4%)	121 (26.1%)	37 (8.0%)	49 (10.6%)	7 (1.5%)	0 (0.0%)	0 (0.0%)
Ministry of Housing and Urban Development	8	100.0%	7 (87.5%)	2 (25.0%)	1 (12.5%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Ministry of Justice	246	99.2%	197 (80.7%)	36 (14.8%)	15 (6.1%)	9 (3.7%)	1 (0.4%)	0 (0.0%)	0 (0.0%)
Ministry of Primary Industries	70	100.0%	58 (82.9%)	9 (12.9%)	1 (1.4%)	3 (4.3%)	0 (0.0%)	2 (2.9%)	0 (0.0%)
Ministry of Social Development	35	100.0%	21 (60.0%)	11 (31.4%)	4 (11.4%)	2 (5.7%)	0 (0.0%)	1 (2.9%)	0 (0.0%)

Agency	Number of Appointees	Appointees with ethnicity data (%)	NZ European or European (%)	Māori (%)	Pacific (%)	Asian (%)	MELAA (%)	Other (%)	Did not specify (%)
Ministry of Transport	52	94.2%	42 (85.7%)	8 (16.3%)	2 (4.1%)	1 (2.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
National Emergency Management Agency	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	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	14	100.0%	10 (71.4%)	3 (21.4%)	0 (0.0%)	1 (7.1%)	1 (7.1%)	1 (7.1%)	0 (0.0%)
Oranga Tamariki	31	100.0%	13 (41.9%)	18 (58.1%)	1 (3.2%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Parliamentary Counsel's Office	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	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 Puna Aonui	11	100.0%	3 (27.3%)	11 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Te Puni Kōkiri	39	97.4%	9 (23.7%)	32 (84.2%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Tertiary Education Commission	66	100.0%	38 (57.6%)	23 (34.8%)	6 (9.1%)	2 (3.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Treasury	216	99.5%	185 (86.0%)	31 (14.4%)	9 (4.2%)	13 (6.0%)	1 (0.5%)	2 (0.9%)	1 (0.5%)
Whaikaha Ministry for Disabled People	7	100.0%	6 (85.7%)	2 (28.6%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

The stocktake is dated 31 December 2022. 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 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	4	100.0%	3 (75.0%)	1 (25.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for ACC	8	87.5%	5 (71.4%)	1 (14.3%)	1 (14.3%)	1 (14.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister of Agriculture	58	100.0%	51 (87.9%)	5 (8.6%)	0 (0.0%)	3 (5.2%)	0 (0.0%)	2 (3.4%)	0 (0.0%)
Minister for Arts, Culture and Heritage	52	100.0%	28 (53.8%)	22 (42.3%)	6 (11.5%)	1 (1.9%)	0 (0.0%)	0 (0.0%)	1 (1.9%)
Attorney General	88	100.0%	71 (80.7%)	18 (20.5%)	3 (3.4%)	2 (2.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Biosecurity	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	32	100.0%	20 (62.5%)	5 (15.6%)	10 (31.3%)	1 (3.1%)	1 (3.1%)	0 (0.0%)	0 (0.0%)
Minister for Building and Construction	46	95.7%	31 (70.5%)	3 (6.8%)	3 (6.8%)	5 (11.4%)	0 (0.0%)	1 (2.3%)	1 (2.3%)
Minister for Children	31	100.0%	13 (41.9%)	18 (58.1%)	1 (3.2%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Climate Change	20	100.0%	15 (75.0%)	5 (25.0%)	1 (5.0%)	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 Commerce and Consumer Affairs	81	97.5%	66 (83.5%)	7 (8.9%)	3 (3.8%)	1 (1.3%)	2 (2.5%)	0 (0.0%)	4 (5.1%)
Minister for the Community and Voluntary Sector	12	100.0%	10 (83.3%)	2 (16.7%)	1 (8.3%)	1 (8.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister of Conservation	222	100.0%	122 (55.0%)	100 (45.0%)	0 (0.0%)	5 (2.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister of Corrections*	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Minister of Defence	9	100.0%	9 (100.0%)	3 (33.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Disability Issues	7	100.0%	6 (85.7%)	2 (28.6%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Disarmament and Arms Control	7	100.0%	2 (28.6%)	0 (0.0%)	5 (71.4%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Diversity, Inclusion and Ethnic Communities	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	16	100.0%	15 (93.8%)	1 (6.3%)	0 (0.0%)	2 (12.5%)	1 (6.3%)	0 (0.0%)	0 (0.0%)

*No Ministerial appointments as previous members term had expired, appointment of new members to be made in due course.

Ministerial Portfolio	Number of Appointees	Appointees with ethnicity data (%)	NZ European or European (%)	Māori (%)	Pacific (%)	Asian (%)	MELAA (%)	Other (%)	Did not specify (%)
Minister for Economic Development	29	100.0%	20 (69.0%)	12 (41.4%)	1 (3.4%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister of Education	162	100.0%	79 (48.8%)	68 (42.0%)	19 (11.7%)	6 (3.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Emergency Management	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	94.1%	14 (87.5%)	2 (12.5%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (12.5%)
Minister for the Environment	66	100.0%	55 (83.3%)	15 (22.7%)	1 (1.5%)	1 (1.5%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister of Finance	176	98.9%	119 (68.4%)	41 (23.6%)	11 (6.3%)	13 (7.5%)	0 (0.0%)	2 (1.1%)	2 (1.1%)
Minister for Food Safety	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	29	100.0%	15 (51.7%)	4 (13.8%)	7 (24.1%)	4 (13.8%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister of Forestry	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	30	100.0%	7 (23.3%)	4 (13.3%)	2 (6.7%)	12 (40.0%)	6 (20.0%)	1 (3.3%)	1 (3.3%)

Ministerial Portfolio	Number of Appointees	Appointees with ethnicity data (%)	NZ European or European (%)	Māori (%)	Pacific (%)	Asian (%)	MELAA (%)	Other (%)	Did not specify (%)
Minister of Health	464	100.0%	285 (61.4%)	121 (26.1%)	37 (8.0%)	49 (10.6%)	7 (1.5%)	0 (0.0%)	0 (0.0%)
Minister of Housing	12	100.0%	10 (83.3%)	3 (25.0%)	2 (16.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Infrastructure	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	150	100.0%	83 (55.3%)	41 (27.3%)	15 (10.0%)	16 (10.7%)	1 (0.7%)	8 (5.3%)	1 (0.7%)
Minister of Justice	161	100.0%	131 (81.4%)	17 (10.6%)	12 (7.5%)	7 (4.3%)	1 (0.6%)	0 (0.0%)	0 (0.0%)
Minister for Land Information	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	35	100.0%	27 (77.1%)	13 (37.1%)	1 (2.9%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Māori Development	39	97.4%	9 (23.7%)	32 (84.2%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for National Security and Intelligence	7	71.4%	4 (80.0%)	1 (20.0%)	1 (20.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Oceans and Fisheries	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	100.0%	0 (0.0%)	1 (4.3%)	23 (100.0%)	1 (4.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister of Police	14	100.0%	10 (71.4%)	3 (21.4%)	0 (0.0%)	1 (7.1%)	1 (7.1%)	1 (7.1%)	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 the Prevention of Family and Sexual Violence	11	100.0%	3 (27.3%)	11 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Racing	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	76	100.0%	58 (76.3%)	16 (21.1%)	1 (1.3%)	3 (3.9%)	1 (1.3%)	2 (2.6%)	2 (2.6%)
Minister for Small Business	5	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 and Employment	64	93.8%	30 (50.0%)	28 (46.7%)	5 (8.3%)	2 (3.3%)	0 (0.0%)	1 (1.7%)	0 (0.0%)
Minister for Sport and Recreation	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	82	100.0%	69 (84.1%)	13 (15.9%)	2 (2.4%)	5 (6.1%)	0 (0.0%)	1 (1.2%)	0 (0.0%)
Minister of Tourism	8	100.0%	5 (62.5%)	4 (50.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Trade and Export Growth	12	100.0%	8 (66.7%)	2 (16.7%)	1 (8.3%)	1 (8.3%)	0 (0.0%)	1 (8.3%)	0 (0.0%)
Minister of Transport	52	94.2%	42 (85.7%)	8 (16.3%)	2 (4.1%)	1 (2.0%)	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 Treaty of Waitangi Negotiations	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	18	100.0%	16 (88.9%)	6 (33.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister for Women	10	100.0%	5 (50.0%)	3 (30.0%)	1 (10.0%)	1 (10.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Minister of Workplace Relations and Safety	40	100.0%	35 (87.5%)	4 (10.0%)	2 (5.0%)	1 (2.5%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

The stocktake is dated 31 December 2022. 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.

PO Box 10 049, Wellington 6011, New Zealand

www.women.govt.nz

info@women.govt.nz

ISSN: 2703-5840

June 2023

Front cover photographs

Photographs taken at the Women in Governance Awards 2022.

Credit: Abbie Dorrington WestTwo Photography and Governance New Zealand.