**2022 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 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**

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

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 Wahine**

**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)**

* 67.5% NZ European or European
* 26.8% Māori
* 7.2% Pacific
* 6.1% Asian
* 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 is builds on the 2021 stocktake, when ethnicity data was receives 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)

**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.

**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**

*\*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** |
| 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% |
| Ministry of Transport | 8 | 52 | 19 | 36.5% |
| 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% |
| **Administering Agency** | **Number of Boards** | **Ministerial Appointed Members** | **Women Ministerial Appointed Members** | **Percentage of Women** |
| 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**

*\*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** |
| 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% |
| 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% |
| **Ministerial Portfolio** | **Number of Boards** | **Ministerial Appointed Members** | **Women Ministerial Appointed Members** | **Percentage of Women** |
| 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% |
| 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% |
| **Ministerial Portfolio** | **Number of Boards** | **Ministerial Appointed Members** | **Women Ministerial Appointed Members** | **Percentage of Women** |
| 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**

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

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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 | 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%) |
| 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%) |
| **Ministerial Portfolio** | **Number of Appointees** | **Appointees with ethnicity data (%)** | **NZ European or European (%)** | **Māori (%)** | **Pacific (%)** | **Asian (%)** | **MELAA (%)** | **Other (%)** | **Did not specify (%)** |
| 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%) |
| 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%) |
| *\*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 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%) |
| 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%) |
| **Ministerial Portfolio** | **Number of Appointees** | **Appointees with ethnicity data (%)** | **NZ European or European (%)** | **Māori (%)** | **Pacific (%)** | **Asian (%)** | **MELAA (%)** | **Other (%)** | **Did not specify (%)** |
| 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%) |
| 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%) |
| **Ministerial Portfolio** | **Number of Appointees** | **Appointees with ethnicity data (%)** | **NZ European or European (%)** | **Māori (%)** | **Pacific (%)** | **Asian (%)** | **MELAA (%)** | **Other (%)** | **Did not specify (%)** |
| 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%) |
| 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.

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