

23 May 2025

withheld 9(2)(a)

Tēnā koe

## OFFICIAL INFORMATION ACT REQUEST

I refer to your official information request of 16 April 2025 for:

- *All reports, submissions, aide memoires, briefings, reports, analysis, and sent, held, or received by your organisation in relation to updates to Diversity and Inclusion, or Diversity, Equity, and Inclusion (DEI), or Belonging and Inclusion, regulation policies, plans, and strategies including but not limited to:*
  - *The development, implementation, or evaluation of diversity, equity and inclusion policies, strategies, plans, and regulations.*
  - *The Public Service (Repeal of Diversity and Inclusiveness Requirements) Amendment Bill.*
  - *Communications with New Zealand First and other coalition partners concerning Diversity and inclusion policies (or similar policies/regulations) and the proposed repeal.*
  - *Assessments or analysis of the effects of removing DEI or similar regulations from public service legislation.*

### In response to the first part of your request

The Public Service Commission (PSC) is the lead agency for diversity, equity and inclusion policies, strategies and regulations across the Public Service. The Ministry of Women (the Ministry) would typically transfer your request for “the development, implementation, or evaluation of diversity, equity and inclusion policies, strategies, plans, and regulations” to PSC under section 14(b)(ii) of the OIA. We believe this request to be more closely connected with the functions of the PSC. However, we are aware that PSC has also received this request, so we will not formally transfer on this occasion.

We understand PSC intends to proactively release a suite of papers relating to the Public Service Act amendments in the coming weeks.

A copy of the Ministry's existing plan can be found on our website here: [2024-25 Kia Toipoto and Papa Pounamu Plan \(2024\) | Ministry for Women](#)

**In response to the second part of your request**

As the Public Service (Repeal of Diversity and Inclusiveness Requirements) Amendment Bill is a member's bill and not Government policy, we have not received any official guidance or instruction on its contents.

The Ministry has not undertaken an analysis or assessment of the effects of removing DEI from legislation in relation to the above member's bill.

**Official Information Act responses**

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

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

Nāku noa, nā



Nadine Millin  
Acting Deputy Secretary, Organisational Performance and Services