

23 November 2023

Ref Number: MHA32714

withheld to protect privacy

By email: withheld to protect privacy

Tēnā koe withheld to protect

Official information request relating to diversity, equity and inclusion staff at Te Aka Whai Ora

I refer to your official information request dated 20 November 2023 for the following information:

1. *How many Diversity, Equality and Inclusion (DEI) staff are working at your agency?*
 - a. *Please take DEI staff to include all staff members where a core function of the role is to promote, encourage or ensure diversity, equality, equity or inclusion in the workplace, regardless of whether the job title contains those words.*
 - b. *If there is any doubt about whether or not a staff member is a DEI staff member, please include them separately in the response, along with the job title and all other requested information below and we will make that assessment ourselves.*
2. *How many DEI managers work at your agency? What is the ratio of managers to staff in terms of DEI-focused employees?*
3. *What is the average (mean) salary for DEI employees at your agency?*
4. *What is the average (mean) salary for DEI managers at your agency?*
5. *In each of the last 3 years, what has been your agency's total annual outgoings on DEI staff?*
6. *In each of the last 3 years, what has been your agency's total annual outgoings on DEI training?*
7. *Please provide a breakdown of all job titles of those members of staff where a core function of the role is to promote, encourage or ensure diversity, equality, equity or inclusion in the workplace, regardless of whether the job title contains those words.*

Your request for information has been considered under the Official Information Act 1982 (the Act). A response to your request is set out in the following paragraphs.

I can confirm Te Aka Whai Ora does not have any kaimahi whose core role is to promote, encourage or ensure diversity, equality, equity, or inclusion in our workplace, regardless of their job title. Therefore, your request for items 1 to 7 above is refused under section 18(g) of the Act, as the information is not held by Te Aka Whai Ora and we have no grounds for believing the information is held by another entity or Minister of the Crown subject to the Act.

In the interest of transparency and in the spirit of the Act, I can confirm Te Aka Whai Ora has a Diversity, Equity and Inclusion Policy (DEI Policy), which was approved on 18 October 2023. The DEI Policy sets out our intent and commitment to diversity, equity and inclusion. Te Aka Whai Ora recognises that a diverse workforce and inclusive practices will help us be fairer, more responsive, and able to engage effectively with the communities we serve.

Supporting the DEI Policy and included in our human resource work programme is a project to promote diversity and inclusion within Te Aka Whai Ora. This project is undertaken by one kaimahi but is not a core function of their role.

Te Aka Whai Ora intends to make the information contained in this letter available to the wider public. We will do this by publishing this letter on our website. Your personal details will be deleted, and Te Aka Whai Ora will not publish any information that would identify you as the person who requested the information.

If you wish to discuss this decision with us, please feel free to contact Te Aka Whai Ora Ministerial Services (mhagovernmentservices@health.govt.nz).

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 or freephone 0800 802 602.

Nāku noa, nā



Craig Owen

Maiaka Tōakiaki | DCE Governance and Advisory Services
Te Aka Whai Ora