



11 February 2019

[Redacted]

Dear [Redacted]

Official Information Request (OIA) on Government Diversity Initiatives

Our Reference: SSC OIA 2019-0001

I refer to your OIA request received on 3 January 2019, for the following information:

1. *What is the definition of diversity, cohesion, and integration that your organisation is using, and what does it encompass?*
2. *What are the resources used to create these definitions?*
3. *What research was done to create these definitions?*
4. *What is the overall goal for the organisation regarding diversity, cohesion, and integration and how will this be measured?*
5. *Are there publicly available strategy documents or conversations that your organisation has published that announce the organisations intentions regarding diversity, cohesion, and integration? (Refer the Diversity and Inclusion speech from Treasury as an example: <https://treasury.govt.nz/publications/speech/diversity-and-inclusion-why-it-works-work>)*
6. *What will success look like regarding diversity for the organisation, and how long does the organisation expect this to take?*
7. *Has the organisation met any pushback regarding the introduction of these diversity strategies?*
8. *Are these new policies, or have they built on previously enacted policies?*

Thank you for taking the time to come in to the State Services Commission (SSC) on 25 January 2019 to discuss the work we are undertaking in the diversity and inclusion space. In response to your questions one, two and three we explained that the definitions used by each agency come from a wide range of academic work and that no set "definition" has been applied across Government agencies.

Diversity and inclusion is a key system priority for SSC and we recognise that New Zealand's State Service needs to value, reflect and understand the communities it serves. To do this, we are growing our leaders and talent to produce a more diverse and inclusive workforce and workplaces. Papa Pounamu, a chief executive steering group for diversity

and inclusion established in 2017, leads a collaborative programme across the Public Service working with chief executives and their agencies.

In response to your questions four, six, seven and eight the goal of the Papa Pounamu programme is a Public Service reflective of the communities it serves.

Chief executives have identified and initiated several diversity work streams including addressing gender and ethnic pay gaps, removing bias from our human resources and talent management processes, supporting more employment opportunities for disabled people and issues that matter to our rainbow communities. To support this work, the Commission has collaborated with agencies to develop a system-wide view of progress in diversity and inclusion as a base for shared learning and building on current strengths.

In addition to the system-level Diversity and Inclusion work that SSC leads for the Public Service, SSC has commenced several internal organisational activities relating to LGBTQI+ inclusion, including:

- Rainbow Tick accreditation, which included training for our Leadership Team
- Developing training options for managers on inclusive leadership and minimising bias
- Visible organisational leadership identifying as LGBTQI+ and openly discussing their lived experience to Rainbow and general staff groups
- We include a gender diverse option on our new employee forms
- We are promoting our Wellbeing programme including EAP and mental health awareness
- We have a clear "Speaking Up" policy and process to raise issues of staff concern in a safe way
- We are developing a statement on diversity and inclusion as part of our job ads

Developing a more diverse workforce is not just about ethnicity. Diversity involves gender, age, disability, sexual orientation, education, national origin, and religion. Diversity encompasses a broad spread of experience, culture, perspective and lifestyle of those who live in New Zealand. Success will be to have State services that are inclusive and ensure our people and the people we work with and for feel valued, supported, and respected.

In response to question five, the below information is publicly available on the SSC website:

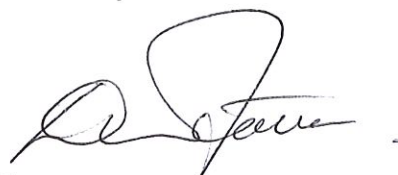
Item	Date	Description	Website Address
1	December 2018	SSC's work on Diversity and Inclusion	www.ssc.govt.nz/diversity-and-inclusion
2	December 2018	Public Service Workforce Data published by SSC	www.ssc.govt.nz/public-service-workforce-data

If you wish to discuss this decision with us, please feel free to contact Ministerial.Services@ssc.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.

Please note that we intend to publish this letter (with your personal details removed) on the State Services Commission's website.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Dale Farrar', with a large loop at the end of the signature.

Dale Farrar
Deputy Commissioner, Talent and Employment
State Services Commission