

LGOIMA

When releasing responses to previous LGOIMA requests, names of individual requestors may be withheld to protect their privacy.

Information requested by the media, from public sector organisations and MPs will always be published while information specific to an individual or their property will not generally be published.

Request

from: Media, Stuff

For: Diversity Statistics

Response

by: Stephanie Vincent, Manager People & Capability

Diversity OIA

We are seeking information about workplace diversity, and we would appreciate your participation. If any of the questions do not apply to your organisation/department, then please respond with n/a and move to the next question.

I am requesting the following information under the Official Information Act. I anticipate receiving the information under the terms of the Act, which stipulates a maximum response period of 20 business days. The Act stipulates that information should, however, be returned at the earliest possible date.

* Required

What is the name of your organisation? *

Nelson City Council

How many staff do you employ? *

281

Do you measure the gender make-up of your staff? *

Yes

No

What percentage of your staff are female? *

61%

What percentage of your senior management are female? *

56%



Do you measure the ethnic make-up of your staff? *

Yes

No

What percentage of your staff are NZ European? *

74%

What percentage of your staff are Māori? *

4%

What percentage of your staff are Pacific Islanders? *

1%

What percentage of your staff identify as Asian? *

3%

What percentage of your staff are Middle Eastern/Latin American/African? *

2%

What percentage of your staff are of another ethnicity? *

16%

What percentage of your senior management staff are NZ European/pākehā? *

78%



What percentage of your senior management staff are Māori? *

11%

What percentage of your senior management staff are Pacific Islanders? *

0%

What percentage of your senior management staff identify as Asian? *

0%

What percentage of your senior management staff are Middle Eastern/Latin American/African? *

11%

What percentage of your senior management staff are of another ethnicity? *

0%

Are there any plans in place to encourage diversity in staffing and the daily operation of the Ministry/department? *

Yes

No

What is being done to encourage diversity? *

Development of a Diversity and Inclusion Policy is planned for the 2019-2020 financial year, including unconscious bias training planned for this year



Is there any diversity training offered to staff? *

Yes

No

Describe any diversity training offered? *

Not on offer yet - but planned for this year

How is diversity considered within your employment process?
(e.g blind CVs) *

Ethnicity data is not disclosed to selection panel members during the recruitment process

Have you had to manage issues/complaints of racism in the workplace? *

Yes

No

How many racism issues/complaints have you had in the last five years? *

0

If issues/complaints of racism occurred, what happened? *

N/A



[REDACTED]

Subject: OIA request - Diversity

To whom it may concern,

I am requesting the following information, within the Google Form in the link below, under the Official Information Act.

I anticipate receiving the information under the terms of the Act, which stipulates a **maximum** response period of 20 business days. The Act stipulates that information should, however, be

returned at the earliest possible date. I would appreciate written confirmation that you have received this request.

If I can be of any assistance or to clarify this request, please contact me on the numbers below as soon as possible.

https://docs.google.com/forms/d/e/1FAIpQLSeppr0WFQ-HVF91CL5Z1FBK9pRP8atj-Etvo9iTVhabVdAwKQ/viewform?usp=sf_link

Ngā mihi,

[Redacted]

Senior journalist

[Redacted]



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