



15 May 2020

Tania Te Whenua

Fyi-request-12668-e80ecd91@requests.fyi.org.nz

Tēnā koe Tania Te Whenua

Official information request

I refer to your official information request dated 21 April 2020, relating to Māori women in the public sector. Please find my answers to your questions below.

Please note, that as the State Service Commissioner is responsible for the appointments of Public Service Chief Executive roles, the State Services Commission will provide you information in relation to Tier 1 roles. Accordingly, we have transferred part of your request on the basis that it is more closely connected with the functions of the State Services Commission. This response pertains only to Tier 2 roles.

- A. Over the past three years, how many Māori women (and what percentage of the total number of applicants) applied for Tier 2 roles?*

Over the past three years, the GCSB has conducted recruitment activity for one Tier 2 position. This was in 2017 and at that time the GCSB did not collect ethnicity data from applicants. I must therefore refuse this part of your request under section 18(g) of the OIA: the information requested is not held, nor do I have reason to believe it is held by another agency.

- B. Over the past three years, how many Māori women (and what percentage of the total number of successful applicants) were successfully appointed to the jobs which they applied for at Tier 2?*

I can confirm that the successful candidate for the 2017 Tier 2 position was not a Māori woman.

The GCSB recognises that having a diverse workforce and an inclusive workplace is vital for innovation and the avoidance of “group think”. It brings forth new and better ways of doing things, helps us harness the benefit of technology and improve the efficiency and quality of our services. In addition, as an intelligence agency, much of the work the GCSB does often cannot be publicly disclosed, and therefore it is important that the public have confidence that we represent the communities we serve. As a result, diversity and inclusion has been a key focus for me personally, as Director-General of the GCSB. Our Diversity & Inclusion (D&I) Strategy, launched in 2018, establishes a programme of work across the GCSB and New Zealand Security Intelligence Service (NZSIS) to better understand and improve the diversity of our workforce. This Strategy can be found online at: www.nzic.govt.nz/resources.

In 2019, the GCSB and the NZSIS commissioned some external research to get a better understanding of any potential barriers to Māori, Pacifica, Middle Eastern, Latin American and African peoples joining the GCSB and NZSIS. This research focused on how female and

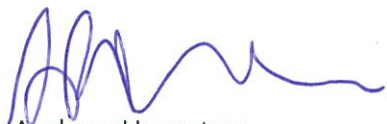
ethnically diverse members of the public perceive the New Zealand Intelligence Community (NZIC), what motivates these groups, and what we might need to consider in order to attract more diversity to the NZIC.

The overall findings of this research showed that barriers included: limited knowledge of the NZIC and the roles within it, little knowledge of benefits, self-discounting behaviour, and poor work-life balance perceptions. Both the GCSB and NZSIS have work underway to address these findings.

We also recognise that inclusiveness is key to staff retention and attraction. We have introduced a number of staff networks including Ethnicity, Rainbow, Women in Intelligence, Parents Outreach, and Mental Health and Wellbeing networks. Other initiatives include offering free two-hour weekly Te Reo Māori lessons, which has a high participation level. To date, 150 staff have participated in these lessons.

If you wish to discuss this response with us, please feel free to contact information@gcsb.govt.nz. You have the right to seek an investigation and review by the Ombudsman in relation to my decisions in my OIA responses. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Ngā mihi



Andrew Hampton
Director-General of the GCSB