

Ref: 208788

Friday, 13 August 2021

Das Williams

By email to [fyi-request-16059-4db763de@requests.fyi.org.nz](mailto:fyi-request-16059-4db763de@requests.fyi.org.nz)

Tēnā koe Das,

### Response to your request for Official Information

On 14 July 2021, you requested from the Human Rights Commission (“the Commission”) the following information:

1. *Teams operating in the commission since 2011- present*
2. *The ethnic make-up (i.e. white, maori, pacific, etc.) of staff in each team since 2011- present.*

On 11 August 2021, we notified you that an extension was required to provide the information you requested.

Please see below a table of the teams that have been operating in the Commission since 2011.

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
<b>Corporate Services</b>	Y	Y	Y		Y	Y				
<b>Strategic Policy</b>	Y	Y	Y							
<b>External Relations</b>	Y	Y	Y							
<b>Enquiries and Complaints</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>Ahi Kaa/ Kaiwhakarite</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>Commissioner Services</b>			Y							Y
<b>Human Rights Network</b>				Y	Y					
<b>People and Performance</b>				Y	Y	Y	Y	Y	Y	Y
<b>Human Rights Communications</b>				Y	Y	Y	Y	Y	Y	Y
<b>Legal, Research and Monitoring</b>				Y	Y	Y	Y	Y	Y	Y
<b>Special Projects</b>						Y	Y			
<b>Finance and Business Services</b>										Y
<b>Advisory, Research and Engagement</b>								Y	Y	Y

As the Commission is a small organisation, we only report on the overall ethnicity stats of Commission, not on individual teams. The ethnicity stats shown below have been collated from our Annual Reports which are [publicly available on our website](#). Please note that from 2017 the Commission changed the way that ethnicity of staff was reported from percentages to number of staff who identified as an ethnicity. Please also note that in some years, staff could identify as more than one ethnicity.

Ethnicity	FY and % or number of staff							
	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
NZ European/ Pakeha	50%	50%	72%	72.09%	64.44%	70.73%	27	26
Māori	29%	29%	30%	35.56%	31.11%	29.27%	8	9
Pacific	4%	4%	4%	6.98%	8.88%	4.88%	4	10
Asian	13%	13%	13%	11.63%	6.66%	12.20%	Not recorded	
European	This ethnicity was not recorded in these years							7
Other	4%	4%	9%	11.63%	15.56%	12.20%	12	11

Please note, the Commission did not report its staff ethnicity data in the 2019/20 financial year as it was not collected in time of the Annual Report.

### Alternative avenues

If you are unhappy with this response, under the Official Information Act you are entitled to complain to the Ombudsman's Office. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or on freephone 0800 802 602.

If you have any further queries about this response, please feel free to contact me directly.

Nāku noa, nā

**Jaimee Paenga**  
Legal Adviser