



20 December 2021

Mary Smith

fyi-request-17700-31f5e93b@requests.fyi.org.nz

Dear Mary

Official Information Request

Our Ref: 2021-0166

I refer to your official information request received on 24 November 2021 for:

1. *To the best of your knowledge, how many current or previous Chief Executives (or equivalent, i.e. "Tier 1 leaders") of Public Service departments or departmental agencies identify (or identified) their ethnicity as being from amongst any of the following ethnic groups: African, Asian, Latin American, Middle Eastern, or Pacific Peoples?*

I'd like to know the 'all time' number (again to the best of your knowledge), so from the current day stretching back indefinitely - although I recognise that data will only exist up to a certain point in history.

2. *What are the names of the people identified in question 1 above?*

Background

The Public Service started a comprehensive diversity and inclusion programme four years ago, called Papa Pounamu, and the latest workforce data show good progress is being made. The programme has focused on eliminating bias and discrimination, promoting inclusion, and working to ensure the Public Service reflects and values the diversity of the communities it serves. We also have a programme of work focused specifically on growing the diversity of leaders across the public service.

Te Kawa Mataaho Public Service Commission (the Commission) releases workforce data each year. This data includes that information related to ethnicity and can be found here: [Ethnicity in the Public Service](#)

Information being released

Please find listed in a table below the Chief Executive (CE) ethnicity information grouped into the categories that you have requested above since 2018. Those in Public Service Leader cohort are listed here [Departmental Secretaries and Departmental Agency Chief Executives](#).

Year (as of 30 June)	2018	2019	2020	2021
Number of incumbent CEs where ethnicity information is available	29	27	33	39
Number of incumbent CEs reporting Middle Eastern, Latin American or African ethnicity	0	0	0	0

Number of incumbent CEs reporting Asian ethnicity	0	0	1	2
Number of incumbent CEs reporting Pacific ethnicity	1	1	1	1

Information being withheld

We have decided to refuse the part of your request where you have requested the names of the people identified above under section 9(2)(a) of the Official Information Act 1982 to protect the privacy of natural persons, including deceased people.

If you wish to discuss this decision with us, please feel free to contact Ministerial.Services@publicservice.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 Commission's website.

Yours sincerely

Nicky Dirks
Manager – Ministerial and Executive Services
Te Kawa Mataaho Public Service Commission