

18 July 2019

Thank you for your request received on 18 June requesting information under the Official Information Act 1982, regarding workplace diversity. You requested:

1. *“What is the name of your organisation?”*
2. *How many staff do you employ?*
3. *Do you measure the gender make-up of your staff? Yes/No*
4. *What proportion of your staff are female?*
5. *How many females are there in senior management?*
6. *Do you measure the ethnic make-up of your staff? Yes/No*
7. *What percentage of your staff are NZ European?*
8. *What percentage of your staff are Māori?*
9. *What percentage of your staff are Pacific Islanders?*
10. *What percentage of your staff identify as Asian?*
11. *What percentage of your staff are Middle Eastern/Latin American/African?*
12. *What percentage of your staff are of another ethnicity?*
13. *What percentage of your senior management staff are NZ European/pākehā?*
14. *What percentage of your senior management staff are Māori?*
15. *What percentage of your senior management staff are Pacific Islanders?*
16. *What percentage of your senior management staff identify as Asian?*
17. *What percentage of your senior management staff are Middle Eastern/Latin American/African?*
18. *What percentage of your senior management staff are of another ethnicity?*
19. *Are there any plans in place to encourage diversity in staffing and the daily operation of the Ministry/department? Yes/No*
20. *What is being done to encourage diversity?*
21. *Is there any diversity training offered to staff? Yes/No*
22. *Describe any diversity training offered?*
23. *How is diversity considered within your employment process? (e.g. blind CVs)*
24. *Have you had to manage issues/complaints of racism in the workplace? Yes/No*
25. *How many racism issues/complaints have you had in the last five years?*
26. *If issues/complaints of racism occurred, what happened?”*

The information pertaining to your request is below. Please note that the data provided is sourced from employees on a voluntary basis and is therefore taken only from that portion of the workforce who have agreed to provide the ethnicity ‘that they identify as’.

### **Question 1**

*“What is the name of your organisation?”*

Hutt Valley District Health Board (HVDHB)

### **Question 2**

*“What is the name of your organisation?”*

As at 30 June 2019 HVDHB has 2730 employees.

### **Question 3**

*“Do you measure the gender make-up of your staff? Yes/No”*

Yes

#### **Question 4**

*“What proportion of your staff are female?”*

As at 30 June 2019 the proportion of staff reported as female was 81.2%.

#### **Question 5**

*“How many females are there in senior management?”*

The number of females on HVDHB’s senior executive team is 10, this represents 90.9%.

#### **Question 6**

*“Do you measure the ethnic make-up of your staff? Yes/No?”*

Yes

#### **Question 7**

*“What percentage of your staff are NZ European?”*

As at 30 June 2019 the proportion of staff self-identifying as NZ European was 50.1%.

#### **Question 8**

*“What percentage of your staff are Māori?”*

As at 30 June 2019 the proportion of staff self-identifying as Māori was 6.5%.

#### **Question 9**

*“What percentage of your staff Pacific Islanders?”*

As at 30 June 2019 the proportion of staff self-identifying as Pacific Islanders was 5.1%.

#### **Question 10**

*“What percentage of your staff identify as Asian?”*

As at 30 June 2019 the proportion of staff self-identifying as Asian was 15.5%

#### **Question 11**

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

As at 30 June 2019 the proportion of staff self-identifying as Middle Eastern/Latin American/African was 1.8%.

### **Question 12**

*“What percentage of your staff are of another ethnicity?”*

As at 30 June 2019 the proportion of staff self-identifying as another ethnicity was 21%. Note, this includes unknown ethnicities.

### **Question 13**

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

45.5% of the DHB’s senior executive team identify as NZ European/pākehā?

### **Question 14**

*“What percentage of your senior management staff are Māori?”*

9.1% of the DHB’s senior executive team identify as Māori.

### **Question 15**

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

9.1% of the DHB’s senior executive team identify as Pacific Islanders.

### **Question 16**

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

9.1% of the DHB’s senior executive team identify as Asian.

### **Question 17**

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

No members of the DHB’s senior executive team identify as Middle Eastern/Latin American/African.

### **Question 18**

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

27.2% of the DHB’s senior executive team identify as another ethnicity.

### **Question 19**

*“Are there any plans in place to encourage diversity in staffing and the daily operation of the Ministry/department? Yes/No”*

Yes

### **Question 20**

*“What is being done to encourage diversity?”*

We are in the very early stages of considering aspects of our human resources and management processes that encourage diversity and address unconscious bias. This is with respect to our recruitment and selection strategies and promotion of staff within the DHB; training to raise awareness and understanding of bias and how this can impact decision making, and the inclusion of the diversity as a work-stream within the DHB’s employee wellbeing programme.

### **Question 21**

*“Is there any diversity training offered to staff?”*

Yes

### **Question 22**

*“Describe any diversity training offered?”*

- We provide e-learning modules on Tikanga Maori and the Treaty of Waitangi and face to face sessions as required, overseen by our Maori Health Unit.
- We provide e-learning modules on Pacific culture and awareness and face to face sessions as required, overseen by our Pacific Health Unit.
- We provide an e-learning module on cultural awareness with respect to peoples from the Middle East, Africa and Latin America. We can access face to face sessions as required through a national programme via the Waitemata District health Board.
- We have a Disability Advisor on staff and part of their programme of work will be to increase our knowledge and understanding of disability issues and enhancing opportunities for those who are differently abled.
- We are currently investigating options for unconscious bias training and revising recruitment and selection processes and training to incorporate information on how unconscious bias can impact on recruitment and selection decisions.

### **Question 23**

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

Please see the response to Questions 20 and 22 above.

### **Question 24**

*“Have you had to manage issues/complaints of racism in the workplace? Yes/No”*

No

### **Question 25**

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

Not applicable

**Question 26**

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

Not applicable