

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.

What is the name of your organisation?

Commerce Commission

How many staff do you employ?

247

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

Yes

What percentage of your staff are female?

49%

What percentage of your senior management are female?

50%

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

Staff can voluntarily provide the ethnicity they identify with

What percentage of your staff are NZ European?

67%

What percentage of your staff are Māori?

2%

What percentage of your staff are Pacific Islanders?

2%

What percentage of your staff identify as Asian?

6%

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

1%

What percentage of your staff are of another ethnicity?

22%

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

100%

What percentage of your senior management staff are Māori?

0%

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?

0%

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

What is being done to encourage diversity?

Our current initiatives to further encourage diversity within our agency include the following:

- Identified the building of an inclusive, diverse, safe and healthy environment as a goal within our updated People strategy (drafted);
- Internal messaging to communicate aspects around diversity to our staff, primarily from the CE in our monthly staff publication;
- Establishment of a Diversity and Inclusion Network to partner with staff across the organisation on raising diversity awareness;
- In conjunction with the Network we have established an external speaker series covering a range of diversity topics;
- Conducted a review of our Equality, Diversity and Inclusion policy: drafted and about to go out for staff consultation;
- Reviewing and refreshing other related people policies to ensure they reflect and embody our goals and aspirations; eg: Our Code of Conduct, Anti-harassment, bullying and discrimination policy, Family Violence policy;
- We have established a partnership with Diversity Works. Initial partnering comprises undertaking a diversity stocktake (awaiting the results) and participating in their annual survey;
- Commenced developing a programme of work identifying several actions and plans to help us prioritise and focus our efforts;

- Seizing opportunities to celebrate events together, such as through Pink Shirt Day and Samoan language week;
- Inviting our Rainbow Community to participate in the public service WeCount 2019 survey.

Is there any diversity training offered to staff?

Yes

Describe any diversity training offered?

- Delivered a workshop on Unconscious Bias to our People Leaders;
- Identified a range of e-learning modules covering diversity topics ready to be launched together with our updated HR policies.

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

Examples of incorporating diversity within our employment process include:

- We make use of diverse selection panels;
- We have used the blind CVs approach in the recruitment process (but this is not our standard practice for all recruitment);
- Participation in the Tupu Tai Pasifika Public Sector Summer Internship Programme as a potential future recruitment source;
- Delivering a workshop on Unconscious Bias to our People Leaders who are primarily involved in recruitment decisions;
- Currently reviewing our recruitment strategy, processes and tools to incorporate diversity initiatives. Includes identifying initiatives

to attract a diverse workforce that has the relevant skills, competencies and experience.

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

No

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

Nil

If issues/complaints of racism occurred, what happened?

Submit

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