

10 July 2019

Jody O'Callaghan
Senior Journalist
Stuff
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REF: OIA-5323

Dear Jody

Request made under the Official Information Act 1982

Thank you for your email of 18 June 2019 requesting information regarding workplace diversity under the Official Information Act 1982 (the Act).

I will answer each of your questions in turn, as follows.

1. What is the name of your organisation?

The New Zealand Transport Agency.

2. How many staff do you employ?

There are 1551 staff employed within the Agency as 3 July 2019.

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

Yes.

4. What percentage of your staff are female?

The percentage of our female staff is 53.58%

5. What percentage of your senior management are female?

52.63% of our Tier 2 and Tier 3 employees are female.

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

Yes.

7. What percentage of your staff are NZ European?

72.47% of our employees identify themselves as New Zealand European or Pākehā.

8. What percentage of your staff are Māori?

4.64% of our employees identify themselves as Māori.

9. What percentage of your staff are Pacific Islanders?

1.23% of our employees identify themselves as Pacific Islander.

10. What percentage of your staff identify as Asian?

8.38% of our employees identify themselves as Asian.

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

2.32% of our employees identify themselves as Middle Eastern, Latin American or African.

12. What percentage of your staff are of another ethnicity?

1.29% of our employees identify themselves as another ethnicity.

Please note that 9.67% of our employees have not stated their ethnicity.

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

82.89% of our Tier 2 and Tier 3 employees identify themselves as NZ European or Pākehā.

14. What percentage of your senior management staff are Māori?

2.63% of our Tier 2 and Tier 3 employees identify themselves as Māori.

15. What percentage of your senior management staff are Pacific Islanders?

None of our Tier 2 or Tier 3 employees identify themselves as Pacific Islander.

16. What percentage of your senior management staff identify as Asian?

2.63% of our Tier 2 and Tier 3 employees identify themselves as Asian.

17. What percentage of your senior management staff are Middle Eastern/Latin American/African?

2.63% of our Tier 2 and Tier 3 employees identify themselves as Middle Easter, Latin American or African.

18. What percentage of your senior management staff are of another ethnicity?

1.32% of our Tier 2 and Tier 3 employees identify themselves as another ethnicity.

Please note that 7.89% of our Tier 2 and Tier 3 employees have no stated their ethnicity.

19. Are there any plans in place to encourage diversity in staffing and the daily operation of the Ministry/department?

Yes

20. What is being done to encourage diversity?

The Transport Agency has a Diversity and Inclusion framework with a three year work plan, and is actively working to encourage diversity within the organisation.

This framework is focusing on closing the like-for-like gender pay gap, understanding and mitigating unconscious bias in people, processes and decisions, and building a workforce that more broadly represents the diversity of the New Zealand community.

The Transport Agency has a group of highly engaged Diversity and Inclusion champions, which is staff-led, and staff networks are helping the Agency to encourage diversity.

The Agency is also investing in greater Māori cultural capability through Te Ara Kotahi, the Māori strategy which includes a focus on learning and development to support our people in understanding Te Ao Māori.

21. Is there any diversity training offered to staff?

Yes

22. Describe any diversity training offered?

A learning and development programme to support the Diversity and Inclusion framework is under development. A pilot of Unconscious bias training was rolled out in 2019. Lessons from the pilot are currently being considered for further improvement.

The Transport Agency is currently developing a learning and development programme to support Te Ara Kotahi, the Māori strategy.

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

The Transport Agency is working to improve diversity and inclusion across all our processes, including recruitment and talent acquisition.

Our employment processes include considering the diversity of the panel and decision makers in a recruitment process and ensuring that long-lists of candidates include diversity where possible. The recruitment team are also considering piloting a blind CV process.

In 2019/ 2020 financial year, the Transport Agency will roll out unconscious bias training to People Leaders. This is currently being iterated after an initial pilot.

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

Yes.

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

One.

26. If issues/complaints of racism occurred, what happened?

The matter was resolved at the Human Rights Commission via mediation.

I trust this fulfils your request. If you would like to discuss this reply with the Transport Agency, please contact Andrew Knackstedt, Senior Manager Media, by email to andrew.knackstedt@nzta.govt.nz or by phone on 04 894 6285.

Yours sincerely



Chris Lokum
General Manager, People