



Diversity and Inclusion in the Public Service: End of 2022 update

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Security Level: IN CONFIDENCE

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Actions sought

Hon Chris Hipkins, Minister for the Public Service

Note and refer

Hon Priyanca Radhakrishnan, Minister for Diversity, Inclusion and Ethnic Communities

Note

Enclosure: Yes

Purpose

- 1 This report updates you on progress with the Diversity and Inclusion (D&I) work programme for the Public Service. You may wish to share this with your colleagues, Hon Priyanca Radhakrishnan, Minister for Diversity, Inclusion and Ethnic Communities, as well as other ministerial colleagues who have an interest in this work (e.g. Disability Issues, Women, Māori Development and Pacific Peoples).

Background

- 2 Our last update on 28 July 2022 highlighted progress around three themes - collaboration, reporting and engagement. In summary, our system-level effort focussed on:
 - increasing collaboration across agencies in the Public Service – each Chief Executive appointed D&I Executive leads from within their leadership team to champion their agency efforts and the Commission has brought them together to share insights and initiatives; an online Resource Hub was launched to share D&I good practice tools and resources to D&I practitioners across all agencies
 - increasing transparency - developed and published a new System Leadership dashboard that includes key data and information about our measures and progress on diversity and inclusion in the Public Service.
 - greater engagement with key stakeholders including the Human Rights Commission and DPMC. Our most significant engagement was with Kāpuia (the Ministerial Advisory Group on the Government Response to The Royal Commission of Inquiry (RCOI) into the terrorist attack on Christchurch mosques) to discuss the D&I work being carried out by the Commission in relation to the RCOI recommendations.

Summary

- 3 In addition to our ongoing focus on strengthening collaboration, transparency and engagement, we have also sought to:
 - **Improve information and understanding** – ensuring that agencies have the information and insights they need to plan and measure impact. Our recently released workforce data provided good information on the diversity in our Public Service but also an overview of the gaps in leadership – particularly Asian and Pacific senior leadership. Regular reporting of this data provides both transparency on our progress to our external stakeholders and ensures that we maintain sight of what more needs to be done. The second, and latest, edition of the System Leadership dashboard is attached at **Appendix 1**.

To enable agencies to better understand their workforce, we completed in-depth analysis of responses to questions about inclusion (including free flow commentary) provided in Te Taunaki | Public Service Census and published a report on the findings. A copy of this can be found on our website at www.publicservice.govt.nz/research-and-data/te-taunaki-public-service-census-inclusion-deep-dive/.

We intend to take a similar approach to understanding the barriers to inclusivity for our disabled and Rainbow workforces and expect to release deep dive analysis reports for these communities in 2023.

- **Identify and respond to challenges** – the above information, and the latest system report, have helped us identify where more effort is required, and refine the focus of our work programme for the next year.

2022 System report

- 4 In 2021, in response to one of the RCOI recommendations, we published a system-level report on D&I progress against the Papa Pounamu priority areas: addressing bias, building relationships, cultural competence, employee-led networks and inclusive leadership.
- 5 This year we have incorporated our system-level D&I report within the broader State of the Public Service Report required by the Public Service Act 2020. The D&I chapter is attached as **Appendix 2**.
- 6 The D&I chapter shows a clear focus on change across the system with some agencies starting to measure the impact of their D&I policies. It also notes the key challenges around growth of Asian senior leadership and reducing barriers to inclusivity for our disabled and Rainbow workforces. Highlights for 2022 include:
 - All agencies have committed to reviewing their HR and remuneration policies to remove bias through Kia Toipoto, the Public Service Pay Gaps Action plan
 - The emergence of many new neurodiversity, mental health, age and life-stage, faith based and ethnic staff employee-led networks.
 - The workforce becoming more diverse. Te Taunaki data demonstrates that there are 165 different ethnic groups represented in the Public Service workforce
 - The gender pay gap is continuing to decrease and now sits at 7.7 percent.
- 7 We also developed a suite of case studies to provide further insights into system progress against Papa Pounamu priorities:
 - Inland Revenue - Addressing bias
 - Department of Internal Affairs - Building relationships
 - NZ Defence Force - Inclusive leadership
 - Department of Corrections - Cultural competence
 - Kainga Ora - Employee Led Networks
 - NZ Intelligence Community – A planned approach to improving workforce composition.

These case studies will be published on our website shortly and are included as **Appendix 3**.

Key focus areas for 2023

- 8 In 2023, the key focus areas for D&I will be to continue supporting agencies: in increasing diversity across their leadership; to close gender, Māori, Pacific, and ethnic pay gaps; and to strengthen inclusiveness.
- 9 As indicated above, we have also identified the need for a focused work programme to support our disabled and Rainbow workforces and continue work to increase our numbers of Asian leaders. These focus areas will be underpinned by improved workforce data and insights as well as a targeted in-depth analysis from Te Taunaki for our disabled and Rainbow workforces. We are working closely with the Ministry for Ethnic Communities and the Ministry for Disabled peoples on these programmes.
- 10 Alongside this we will continue to support and enable agencies to evolve and embed plans and strategies to progress better D&I across the system.

Proactive Release

- 11 This briefing will be proactively released in full on Te Kawa Mataaho Public Service Commission website once we have received sign-off from you.

Recommended Action

We recommend that you:

- a. **Note** that the system report on progress against the Papa Pounamu priorities has been included as a chapter in the inaugural State of the Public Service Report, and will be supplemented by a publication of case studies on the Commission's website
- b. **Note** that while the report indicates that good progress continues to be made, there is more to do, particularly in relation to Asian leadership and inclusion for disabled and Rainbow workforces across the public service
- c. **Forward** this briefing to your colleague Hon Priyanka Radhakrishnan, Minister for Diversity, Inclusion and Ethnic Communities, and other relevant ministerial colleagues.

Forwarded / Not forwarded

Hon Chris Hipkins
Minister for the Public Service