

**Response to Official Information Act request queries on Diversity and Inclusion as at 31 March 2019**

**What is the name of your organisation?** Sport and Recreation New Zealand

**How many staff do you employ?** 96

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

**What percentage of your staff are female?** 48% and 52% males

**What percentage of your senior management are female?** 50%

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

**What percentage of your staff are NZ European?** 74%

**What percentage of your staff are Māori?** 4%

**What percentage of your staff are Pacific Islanders?** 3%

**What percentage of your staff identify as Asian?** 1%

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

**What percentage of your staff are of another ethnicity?** 18%

**What percentage of your senior management staff are NZ European/pākehā?** 100%

**What percentage of your senior management staff are Māori?** N/A

**What percentage of your senior management staff are Pacific Islanders?** N/A

**What percentage of your senior management staff identify as Asian?** N/A

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

**What percentage of your senior management staff are of another ethnicity?** N/A

**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?**

Sport NZ as an equal opportunity employer who knows diversity and inclusion leads to better organisational performance and results. We value and embrace differences and diverse ways of thinking and being. Staff at Sport NZ are celebrated for who they are and their unique contribution.

Sport NZ recognises the importance of nurturing an environment that values and promotes diversity and inclusion. These environments are more innovative, more dynamic and attract and retain top talent and bring out the best in everyone. We live in one of the most diverse nations in the world. Economically and socially – New Zealanders are better-by-diversity on many levels. Diversity and Inclusion enables us to better reflect and serve the Sport Sector and the diverse communities which we interact with.

During 2018/2019 Sport NZ has implemented a Diversity and Inclusion Policy, Committee and Communications Plan to ensure diversity and inclusion is given the appropriate priority and commitment across the organisation.

We are currently reviewing all recruitment with a Diversity and Inclusive lens. With the aim to have a more inclusive recruitment process and reaching out to a more diverse talent pool.

**Is there any diversity training offered to staff?** Yes

**Describe any diversity training offered?**

In 2019/20 people managers will be required to attend unconscious bias training and for all other staff an open invitation will be available. A speaker series is being developed as part of the communications plan to ensure staff are well informed on D&I matters as well as onboarding training for new starters to Sport NZ.

Sport NZ has completed the initial phase of Tu Te Ihi training with all Sport NZ staff. Tu Te Ihi is a Māori Cultural Capability Programme specifically designed for Sport NZ.

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

Sport NZ focuses on skills and capability to determine fit for role as well as an even split of male and female applications. Sport NZ ensures the panel are diverse as well as the scoring mechanism to determine final outcomes of interviews.

**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?** None

**If issues/complaints of racism occurred, what happened?** Not applicable

Further information is available on Sport NZ regular reporting on human resources at the following link:  
<https://sportnz.org.nz/about-us/our-publications/measuring-our-performance/quarterly-performance-updates/>

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