



23 May 2025

Tēnā koe

### **Official Information Act request**

Thank you for your email of 16 April 2025, requesting any reports or analysis in relation to updates to DEI or Belonging and Inclusion strategies.

I have considered your request under the Official Information Act 1982 (the Act). Please find my decision on each part of your request set out separately below.

You requested information from 1 January 2024 to date, for:

*All reports, submissions, aide memoires, briefings, reports, analysis, and sent, held, or received by your organisation in relation to updates to Diversity and Inclusion, or Diversity, Equity, and Inclusion (DEI), or Belonging and Inclusion, regulation policies, plans, and strategies including but not limited to:*

- 1. The development, implementation, or evaluation of diversity, equity and inclusion policies, strategies, plans, and regulations.*

During July to October 2024, the Ministry of Social Development (the Ministry) developed a plan for addressing pay gaps, and uplifting diversity, equity, and inclusion in the workplace. This plan is aligned to the Public Service Commission's (PSC) *Kia Toipoto* and *Papa Pounamu* initiatives they established that aim to promote equity, diversity, and inclusion. These can be found on the PSC website here:

<https://www.publicservice.govt.nz/guidance/papa-pounamu>

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The Ministry's *Kia Toipoto*, *Papa Pounamu* plan was externally published in November 2024 and is available on the Ministry's website here:

[www.msd.govt.nz/documents/about-msd-and-our-work/publications-resources/corporate/gender-pay-gap-action-plan/kia-toipoto-papa-pounamu-2024-25.pdf](http://www.msd.govt.nz/documents/about-msd-and-our-work/publications-resources/corporate/gender-pay-gap-action-plan/kia-toipoto-papa-pounamu-2024-25.pdf)

You will see this is the Ministry's plan for addressing pay gaps, and raising diversity, equity, and inclusion in the workplace.

This includes our achievements from the previous 12 months, with a maturity rating (to assist with our prioritising of next steps).

*2. The Public Service (Repeal of Diversity and Inclusiveness Requirements) Amendment Bill.*

The Ministry does not hold any documentation that responds to the Amendment Bill.

*3. Communications with New Zealand First and other coalition partners concerning Diversity and inclusion policies (or similar policies/regulations) and the proposed repeal.*

The Ministry has not communicated with NZ First on these policies or repeal.

*4. Assessments or analysis of the effects of removing DEI or similar regulations from public service legislation.*

The Ministry has not conducted any analysis of removing DEI or similar regulations.

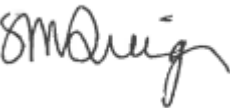
Therefore, questions 2, 3 and 4 are refused under section 18(e) of the Act as this documentation does not exist or, despite reasonable efforts to locate it, cannot be found.

I will be publishing this decision letter, with your personal details deleted, on the Ministry's website in due course.

If you wish to discuss this response with us, please feel free to contact [OIA\\_Requests@msd.govt.nz](mailto:OIA_Requests@msd.govt.nz).

If you are not satisfied with my decision on your request, you have the right to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or 0800 802 602.

Ngā mihi nui

pp. 

Anna Graham  
**General Manager**  
**Ministerial and Executive Services**