

Stephen Day

From: Stephen Day
Sent: Thursday, 17 April 2025 12:34 pm
To: [REDACTED]
Cc: info
Subject: RE: OIA request - DEI regulation

Tēnā koe e [REDACTED]

Thanks for your email.

I refer to your official information request dated 16 April 2025 for work on diversity, equity, and inclusion.

We are refusing your request under section 18(e) of the Official Information Act.

Herenga ā Nuku has not done any work on diversity, equity, and inclusion since January 2024. We have not developed, implemented, or evaluated any diversity, equity and inclusion policies, strategies, plans, and regulations during that time. During 2022 and 2023, we worked on our Kia Toipoto Gender and Ethnicity Pay Gaps plan <https://www.herengaanuku.govt.nz/our-work/about/disclosure/gender-and-ethnic-pay-gaps>. We have not continued to work on that plan since January 2024, either to advance it, amend it or remove it. We have an equal employment opportunity policy written in 2014 and a recruitment policy with an equity clause that refers to the principles of equal opportunity and anti-discrimination, written in 2016. Neither of these policies was amended or revised during 2024-25. We can provide these policies for you if you like.

Our management team and Board have not formally discussed or considered the Public Service (Repeal of Diversity and Inclusiveness Requirements) Amendment Bill.

We have not had any communications with our responsible minister, or New Zealand First or other coalition partners concerning diversity and inclusion policies.

We have not undertaken any assessments or analyses of the effects of removing DEI or similar regulations from public service legislation. Our governing legislation is the Walking Access Act 2008, and there are no references to DEI in that Act.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

If you want to discuss this decision with us, please feel free to contact me at 027 815 8552 or email me.

Hei konā mai,

Stephen Day



| Stephen Day

Kaiwhakahaere Whakapā | Communications Manager
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The information in this email is confidential and may be legally privileged. It is intended solely for the addressee. Access to this email by anyone else is unauthorised. If you have received this communication in error, please notify us by return email immediately with the subject heading "Received in error", then delete the email and destroy any copies of it. If you are not the intended recipient, any disclosure, copying, distribution or any action taken or omitted to be taken in reliance on it, is prohibited and may be unlawful. Herenga ā Nuku Aotearoa cannot guarantee that email communications are secure or error-free, as information could be intercepted, corrupted, amended, lost, destroyed, arrive late or incomplete, or contain viruses.

From: [REDACTED]
Sent: Wednesday, 16 April 2025 2:28 pm
To: ministerial.services@maritimenz.govt.nz; adminteam@antarcticanz.govt.nz; OIA@nzblood.co.nz; info<info@herengaanuku.govt.nz>; enquiry@pharmac.govt.nz; info@rea.govt.nz; office@swrb.org.nz; info@ianz.govt.nz; info@creativenz.govt.nz; enquiries@gsga.co.nz; enquiries@nzsuperfund.nz; OIA@heritage.org.nz; OIA@tepapa.govt.nz; privacy@nzals.co.nz; businessaffairs@nzfilm.co.nz; info@tewaihangā.govt.nz; info@lottonz.co.nz; info@nzso.co.nz; privacy@publictrust.co.nz; info@tmp.govt.nz; oia@elections.govt.nz; OIA@ea.govt.nz; officialinformationact@transpower.co.nz; enquiries@xrb.govt.nz; governance.team@fma.govt.nz; hdc@hdc.org.nz; com@lawcom.govt.nz; info@classificationoffice.govt.nz; OIA@privacy.org.nz; takeovers.panel@takeovers.govt.nz; inquiries@taic.org.nz; oia@plantandfood.co.nz; OIA Requests <OIARequests@rnz.co.nz>; Official.InformationAct@tvnz.co.nz; andrea.vujnovich@aut.ac.nz; oia@lincoln.ac.nz; oia@massey.ac.nz; legal@auckland.ac.nz; records@canterbury.ac.nz; oia@otago.ac.nz; oia@waikato.ac.nz; OIA Requests <oiarequests@vuw.ac.nz>; officialinformationrequests@fireandemergency.nz
Subject: OIA request - DEI regulation

Kia ora,

[REDACTED]
Under the Official Information Act 1982, [REDACTED] requests the following information in a fully searchable electronic format:

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:

- The development, implementation, or evaluation of diversity, equity and inclusion policies, strategies, plans, and regulations.
- The Public Service (Repeal of Diversity and Inclusiveness Requirements) Amendment Bill.
- Communications with New Zealand First and other coalition partners concerning Diversity and inclusion policies (or similar policies/regulations) and the proposed repeal.
- Assessments or analysis of the effects of removing DEI or similar regulations from public service legislation.

Timeframe: From January 1, 2024, to the date of this request

I anticipate receiving the information under the terms of the Act, which stipulates a maximum period of 20 working days.

Written confirmation of receipt of this request would be appreciated.

If I can be of any assistance or you would like to clarify this request, please contact me by email at

[REDACTED]

Thank you for your time and assistance.

Ngā manaakitanga,

[REDACTED]

[REDACTED]