

## OIA Response to Request for Information about Diversity

29 August 2019

Date: 11 February 2019

Title: Response to OIA request on diversity at Manatū Taonga

Author: Ministry for Culture and Heritage

This document has been proactively released.

Some parts of this briefing would not be appropriate to release and, if requested, would be withheld under the Official Information Act 1982 (the OIA). Where this is the case, the relevant sections of the OIA that would apply have been identified. Where information has been withheld, no public interest has been identified that would outweigh the reasons for withholding it.

Section 9(2)(a) Information has been withheld to protect the privacy of natural persons.

11 February 2019

Dear **s9(2)(a)**

I refer to your request received on 7 January, which has been considered under the Official Information Act 1982 (OIA), for information about diversity. Your requests and the Ministry's responses are below.

1. *What is the definition of diversity, cohesion, and integration that your organisation is using, and what does it encompass?*

We use the term 'diversity and inclusion' rather than 'diversity, cohesion and integration'. We have not developed specific definitions of these words. However the language throughout the core documents we use to describe ourselves and our aims (Vision, Purpose, Strategy, Statement of Intent, Te Arataki, Our People and Culture Strategy, etc) helps people to understand what this means in context.

2. *What are the resources used to create these definitions?*

Please see above. We co-created the documents mentioned in the response to question 1 with a diverse representation of people across our Ministry. The intent is for the language to resonate and be understood by all.

3. *What research was done to create these definitions?*

Not applicable – please see above.

4. *What is the overall goal for the organisation regarding diversity, cohesion, and integration and how will this be measured?*

Our overall goal (vision) for Manatū Taonga in our diversity action plan states that our vision is to 'connect more people with New Zealand's culture'. Proactively engaging with and including an increasingly diverse population is fundamental to how we achieve this.

A diverse and inclusive workforce enables Manatū Taonga to better promote the diversity of Aotearoa in the cultural sector, so all New Zealanders can connect to and see themselves in it.

This will be measured through:

- Collecting, improving and monitoring our workforce diversity statistics.
- Successful implementation of initiatives stated in or diversity action plan.
- Leaders tracking progress (internal and external) through our strategic intentions, quarterly and annual reports and our diversity action plan.

5. *Are there publicly available strategy documents or conversations that your organisation has published that announce the organisations intentions regarding diversity, cohesion, and integration? (Refer the Diversity and Inclusion speech from Treasury as an example:*

<https://treasury.govt.nz/publications/speech/diversity-and-inclusion-why-it-works-work>)

Our Combined Annual Report and Strategic Intentions integrate why diversity and inclusion matters to us throughout, from our Ministry priorities on page 18 of the Annual Report 2017/18 to a specific section relating to diversity on page 16 of the Strategic Intentions 2018-2022.

<https://mch.govt.nz/annual-report-201718-and-strategic-intentions-2018-2022>

Some examples are provided below:

A more confident and connected culture contributes to the wellbeing of New Zealanders.

Culture is a driver of wellbeing that manifests itself in many different ways, and is meaningful in different forms to different audiences. The Ministry promotes the diversity of New Zealand society in the cultural sector, so all New Zealanders can connect to and see themselves reflected in it.

(Ministry for Culture and Heritage Strategic Intentions 2018-22 / 3)

All New Zealanders can access and participate in cultural experiences.

Improving access and participation brings the benefits of arts and culture to more New Zealanders – no matter their age, their background or where they live. Arts and culture help us express ourselves as unique individuals, brought together in diverse communities.

(Ministry for Culture and Heritage Strategic Intentions 2018-22 / 7)

6. *What will success look like regarding diversity for the organisation, and how long does the organisation expect this to take?*

In addition to our Strategic Intentions (see above) our newly developed people and culture strategy has helped to articulate our desired future state for Manatū Taonga. Five out of the ten points of this strategy relate to diversity and inclusion:

**Ko te whakaata i a Aotearoa**

Ka whakakanohi tātou i ngā tāngata katoa o Aotearoa, ka whai wāhi atu ki a rātou. Kia pai te whakatinana atu, ka whakaatatia rātou e tātou.

**Reflecting New Zealand**

We represent and engage all New Zealanders. To do that well, we are reflective of them.

**He pūmanawa tikanga Māori**

He kaimahi tātou nā te Karauna, heoi ka whai pūmanawa, ka whai māiatanga ki te mahi tahi ki a Ngāi Māori. He whakaaro Māori nō ā tātou mahi katoa.

**Māori cultural competency**

As representatives of the Crown, we are proactive, competent and confident engaging with Māori. We always incorporate Māori perspectives into our work.

**Whakamāhorahora**

Ka whakaute, ka whakamana tātou i te rerekētanga o ia tangata me ōna anō mātauranga. Ka kawea mai e ngā kaimahi o rātou āhua reka katoa ki te mahi, mō te tūpono ka pēnei te katoa.

**Valuing individual difference**

We respect and value individual difference and knowledge. We bring our whole selves to work, and enable others to as well.

**Ō tātou wāriu me ngā whanonga**

Ko ō tātou uara kei te ārahi i ā tātou whanonga me ā tātou mahi. Ka whakaatatia ki ā tātou kaupapahere tāngata, ki ā tātou hātepe hoki. Ka rangonahia ngā wāriu nei ki ā tātou kōrero katoa mō tātou tonu.

#### **Our values and behaviours**

Our values guide the way we behave and work together. They are reflected in our people-policies and processes. They can be heard in all the stories we tell about ourselves.

#### **Ko te whakawhiwhi mahi ki te hunga e hiahiatia ana**

Ka āta whakaaro ki tō tātou rōpū i mua i te tohu he aha ngā puare me whakakī. Ka whai whakaaro ki ō tātou rāngai, ki tō tātou kanorautanga ki ō tātou wāriu hoki.

#### **Hiring the people we need**

We think about our team collectively before identifying the gaps we need to fill. We consider our sectors, our diversity and our values.

In 2019 we are having cross-organisation conversations about what it means to reach this future state consistently across the organisation. This will include more specific milestones and measures developed with input from everyone across Manatū Taonga, led by our senior leaders.

7. *Has the organisation met any pushback regarding the introduction of these diversity strategies?*

No.

8. *Are these new policies, or have they built on previously enacted policies?*

Further to our response to question 1, we do not have a specific diversity policy. Instead, diversity and inclusion have been incorporated throughout key documents that describe what we do and how we do it (e.g. purpose, strategy, values). These documents are new to Manatū Taonga in the 2017/18 financial year.

The Ministry's view is that the best way to begin this work is to align it to our strategy and culture and have it interwoven as opposed to a separate document. While we do not have a separate diversity strategy, we are actively discussing and working on diversity.

Please note that we intend to publish this letter (with your personal details removed) on the Ministry's website.

Yours sincerely

Katie Hair  
**Manager, People and Culture**