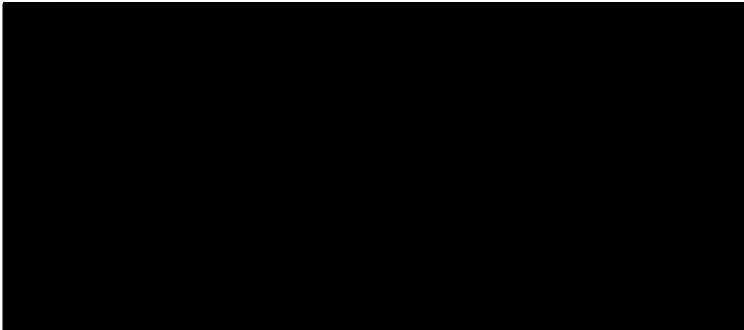


11 July 2019



Re **Official Information Request – Diversity in the workplace**

I refer to your official information request dated 18 June 2019 requesting the following information:

1. What is the name of your organisation?

Auckland District Health Board

2. How many staff do you employ?

10,841

3. Do you measure the gender make-up of your staff?

Yes No

4. What percentage of your staff are female?

N = 8383
77.33%

5. What percentage of your senior management are female?

N = 10
90%

6. Do you measure the ethnic make-up of your staff?

Yes¹ No

7. What percentage of your staff are NZ European?

47.30%

8. What percentage of your staff are Māori?

4.39%

9. What percentage of your staff are Pacific Islanders?

8.23%

10. What percentage of your staff identify as Asian?

31.53%

11. What percentage of your staff are Middle Eastern/Latin American/African?

2.46%

12. What percentage of your staff are of another ethnicity?

2.00%

13. What percentage of your senior management staff are NZ European/pākehā?

73.08%

14. What percentage of your senior management staff are Māori?

7.69%

15. What percentage of your senior management staff are Pacific Islanders?

7.69%

16. What percentage of your senior management staff identify as Asian?

3.85%

17. What percentage of your senior management staff are Middle Eastern/Latin American/African?

3.85%

18. What percentage of your senior management staff are of another ethnicity?

3.85%

19. Are there any plans in place to encourage diversity in staffing and the daily operation of the Ministry/department?

Yes No

20. What is being done to encourage diversity?

Auckland DHB is committed to having a workforce reflective of the communities we look after. All Māori and Pacific candidates **who meet the core criteria for any role** will automatically be shortlisted for interview. Where Māori and Pacific candidates are interviewed but not selected, our recruitment consultants seek specific feedback to assist in coaching unsuccessful candidates to improve their prospects at future interviews. Complimentary to this, an evaluation tool that prompts thinking around key, additional aspects of any candidate assessment including living our values, reflecting our communities and prioritised health outcomes, and future growth potential in addition to traditional job-specific technical skills and experience.

In addition, we are undertaking a critical review of our recruitment process to ensure it is cultural responsive and accessible.

In 2018 Auckland DHB was awarded the Accessibility Tick and in 2019 was awarded the Rainbow Tick. We are dedicated to upholding our commitment to these accreditations.

21. Is there any diversity training offered to staff?

Yes No

22. Describe any diversity training offered?

– Culturally and Linguistic Diversity (CALD): Online and face-to-face offered to all.

CALD 1: Culture & Cultural Competency

CALD 1CS: Cultural Competency & Customer Service

CALD 2: Working with Migrant Patients

CALD 3: Working with Refugees Patients

CALD 4: Working with Interpreters

CALD 5: Working with Asian Mental Health Clients

CALD 7: Working with Religious Diversity
CALD 8: Working with CALD Families – Disability Awareness
CALD 9: Working in a Mental Health context with CALD Clients
CALD 10: Working in a Mental Health Context with CALD Children and Adolescents
CALD 11: Working with Addiction with CALD Clients
CALD 1+4: Cultural Competency & working with interpreters

- Understanding Tikanga Recommended Best Practice – online training and face-to-face workshop
- Increasing cultural awareness Tikanga - online
- Treaty of Waitangi – online and face-to-face workshop
- Rainbow Diversity & Inclusion online training and face-to-face workshop
- Transgender competence – online
- Disability responsiveness training – online
- Management Development Programme – online modules with some face-to-face workshops (including inclusive leadership)

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

In addition to our commitment to shortlisting Māori and Pacific candidates who meet the core criteria, we are currently reviewing our recruitment, selection and on boarding processes to ensure it reflects our organisational commitment to diversity and inclusion with particular focus on our priority recruitment groups - Māori, Pacific and people with disabilities or access needs.

24. Have you had to manage issues/complaints of racism in the workplace?

(v) Yes () No

25. How many racism issues/complaints have you had in the last five years?

All employees are protected from unlawful discrimination in their employment under the Employment Relations Act and the Human Rights Act on the grounds of their race or colour.

We have had to deal with racial harassment issues (e.g. Mispronouncing people's names, making jokes about a person's race or the way they speak) over the last five years.

26. If issues/complaints of racism occurred, what happened?

No one has made a complaint of racial harassment or racial discrimination under the Human Rights Act or raised a personal grievance under the Employment Relations Act.

¹Some employees identify with more than one ethnic group. We have aligned this response with the TAS Health Workforce Information Programme (HWIP): Base Data Dataset Standard. One ethnicity is assigned per employee after prioritising highest to lowest: Māori, Pacific Peoples, Asian, MELAA, Other ethnicity, European, Residual Categories (no ethnicity recorded).

I trust this information answers your questions.

You are entitled to seek a review of the response by the Ombudsman under section 28(3) of the Official Information Act. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Please note that this response, or an edited version of this response, may be published on the Auckland DHB website.

Yours faithfully



Ailsa Claire, OBE
Chief Executive

