



OIA-2019-3552

9 August 2019

s. 9(2)(a)

s. 9(2)(a) @fairfaxmedia.co.nz

Dear s. 9(2)(a)

I refer to your email of 18 June 2019, requesting, under the Official Information Act 1982 (OIA), the following information relating to diversity. The figures provided below are correct as at 30 June 2019.

1. What is the name of your organisation?
2. How many staff do you employ?
3. Do you measure the gender make-up of your staff?
4. What percentage of your staff are female?
5. What percentage of your senior management are female?

The New Zealand Defence Force (NZDF) currently employs 14,886 personnel. This includes 9,328 Regular Force personnel, 2,589 Reserve Forces personnel and 2,969 civilian personnel. A gender breakdown, as requested, is provided in tables 1A and 1B below:

Table 1A – NZDF Total Gender Breakdown

Gender	Regular Force			Reserve Forces			Civilian Staff			Grand Total
	Senior Officer	Other	Total	Senior Officer	Other	Total	Senior Manager	Other	Total	
Female	16.6%	17.8%	17.7%	14.9%	17.9%	17.6%	32.4%	46.0%	45.5%	23.2%
Male	83.4%	82.2%	82.3%	85.1%	82.1%	82.4%	67.6%	54.0%	54.5%	76.8%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 1B – NZDF Senior Officer/Manager Gender Breakdown

Gender	Senior Officer/Manager
Female	17.4%
Male	82.6%
Total	100.0%

6. Do you measure the ethnic make-up of your staff?
7. What percentage of your staff are NZ European?
8. What percentage of your staff are Māori?
9. What percentage of your staff are Pacific Islanders?
10. What percentage of your staff identify as Asian?
11. What percentage of your staff are Middle Eastern/Latin American/African?
12. What percentage of your staff are of another ethnicity?
13. What percentage of your senior management staff are NZ European/pākehā?

14. What percentage of your senior management staff are Māori?
15. What percentage of your senior management staff are Pacific Islanders?
16. What percentage of your senior management staff identify as Asian?
17. What percentage of your senior management staff are Middle Eastern/Latin American/African?
18. What percentage of your senior management staff are of another ethnicity?

A breakdown of the ethnicity of NZDF personnel, as requested, is provided in tables 2A and 2B below. ¹ Note, the recording of ethnicity data is an optional step for personnel during the enlistment process. Personnel are able to select up to three ethnicities, and are free to update this information at any time.

Table 2A – NZDF Ethnicity Breakdown

Ethnicity	Regular Force			Reserve Forces			Civilian Staff			Grand Total
	Senior Officer	Other	Total	Senior Officer	Other	Total	Senior Manager	Other	Total	
NZ/NZ European	69.4%	63.4%	64.0%	69.9%	63.8%	64.5%	49.0%	54.7%	54.5%	62.2%
Maori	7.7%	18.0%	16.9%	5.0%	11.1%	10.4%	2.9%	8.4%	8.2%	14.0%
Pacific Peoples	1.8%	5.4%	5.0%	0.3%	3.4%	3.1%	0.0%	3.3%	3.2%	4.3%
Asian	1.4%	2.7%	2.5%	0.7%	3.8%	3.5%	2.9%	3.9%	3.9%	3.0%
MELAA	0.0%	0.4%	0.3%	0.0%	0.3%	0.2%	1.0%	0.3%	0.4%	0.3%
Other	26.1%	18.0%	18.8%	29.5%	22.1%	23.0%	48.0%	35.1%	35.6%	22.9%
Total	106.3%	107.7%	107.6%	105.3%	104.5%	104.6%	103.9%	105.9%	105.8%	106.7%

Table 2B – NZDF Senior Officer/Manager Ethnicity Breakdown

Ethnicity	Senior Officer/Manager
NZ/NZ European	68.0%
Maori	6.8%
Pacific Peoples	1.3%
Asian	1.3%
MELAA	0.1%
Other	28.4%
Total	105.9%

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

A highly effective military force in the complex modern global security environment requires a workforce of talented people providing a broad range of skills, experiences and viewpoints. Increased diversity and inclusion is therefore a strategic priority for the NZDF.

The NZDF *Directorate of Diversity and Inclusion* has developed a work plan, with activity across the organisation, and all stages of employment in the NZDF to ensure all personnel are well, included, respected, enabled and safe. It will involve changing culture and policy, developing resources,

¹ Note: the percentages reflect personnel who have declared multiple ethnicities, therefore total percentages are greater than 100%.

reviewing recruitment processes, looking into flexible working arrangements, engaging with external bodies, and improving NZDF communication and reporting on diversity and inclusion.²

While the NZDF has better female representation than most of our military partners, it is not attracting and retaining the desired proportion of women. This means the NZDF is missing out on the skills, innovation and diversity of viewpoints found in a large portion of New Zealand society. As such, the immediate focus is to increase the number of women joining the NZDF and ensure they are better represented across all trades and ranks, and involved in senior decision-making. Current work includes understanding and closing the gender pay gap; increasing the uptake of flexible working arrangements; employment and support during pregnancy and breastfeeding; parental leave and parental returning incentives; developing recruitment campaigns that specifically target women; increasing the representation of women on senior decision-making boards; and establishing targets to ensure greater representation of women.

A key programme to support increased diversity is Op RESPECT.³ Initiated in 2016, Op RESPECT is the NZDF's long-term programme to ensure all NZDF personnel and employees can work free from inappropriate and harmful behaviour, in inclusive, safe and respectful work environments. This programme has included the introduction of reporting mechanisms for disclosing incidents of harmful sexual behaviour, and the standing up of the Sexual Assault Response Team (SART) to support victims. The Op RESPECT prevention strategy also seeks to address sexual harassment.⁴

The NZDF HR Toolkit is available to all NZDF personnel (via intranet). This provides advice to commanders and managers on encouraging and embracing diversity and fostering an inclusive working environment. It also explains the value of doing so for both their team and the wider NZDF.

You may also be interested in the Royal New Zealand Air Force (RNZAF) *School to Skies* programme. This has been running since 2017, and aims to encourage and challenge young women from around New Zealand to consider a career in the Air Force, and gives those who attend an understanding of, and exposure to, RNZAF technical and aviation trades.⁵

The NZDF is also proud to be represented by serving and ex-serving personnel at the Invictus Games.⁶

21. *Is there any diversity training offered to staff?*
22. *Describe any diversity training offered?*

In addition to the programmes, information, and support described above, the NZDF has specific training to maintain the development of a more diverse and inclusive organisation. This will increase in coming years and covers the principles of diversity and inclusion, as well as advice on bias and stereotypes. Training packages also focus on the topics of bullying, harassment and discrimination (intervention, prevention, resolution and support options, rights and responsibilities). This training is currently being redeveloped to include a greater focus on unconscious bias and inclusive behaviours.

As part of Op RESPECT, the SART also researched and created a three hour Sexual Ethics and Respectful Relationships (SERR) training package, which is delivered as a key activity to prevent harmful and inappropriate sexual behaviour. In January 2017, the Chief of Defence Force made this training package mandatory for everyone in the organisation (to date over 12,000 uniformed and civilian staff have attended this training). The purpose of the SERR training is to implement prevention activity that promotes a safe and inclusive work environment, decreases harmful sexual

² More information regarding the NZDF's Diversity and Inclusion initiatives can be found online at www.nzdf.mil.nz/families/diversity/default.htm

³ More information regarding Operation RESPECT can be found online at: www.nzdf.mil.nz/personnel-records/sart/background/action-plan.htm

⁴ The NZDF definition of sexual harassment is stated in Defence Force Order (DFO) 3, Chapter 5, which specifically prohibits sexual and racial harassment. It also prohibits harassment related to the 13 grounds of prohibited discrimination set out in the Human Rights Act 1993, including on the basis of ethnic or national origin, disability, sex, religious belief, age, or marital status.

⁵ More information about *School to Skies* can be found online at: <https://rnzaf.schooltoskies.co.nz/info/#about>

⁶ <https://invictusgamesfoundation.org>

behaviour, and engages participants so that they feel empowered and prepared to address harmful sexual behaviour. The SERR training is facilitated by subject matter experts employed by the NZDF on all camps and bases. In 2018, the SERR training package took the top award at the 2018 Diversity Awards NZ.⁷

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

Applicants, whether military or civilian, are assessed on their skills, experience and competency against the requirements of the role. There are no specific methods (such as blind CVs), but recruiting personnel are trained to recognise potential biases in their assessments, and as noted above, this will be considered in an on-going review of recruiting processes.

Training and advice available to commanders and managers encourages making the most of the recruiting and interview process as an opportunity to increase the diversity of their team.

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

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

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

A review of discrimination complaint files, from the last 5 years, did not find any complaints recording allegations of racism.

You have the right, under section 28(3) of the OIA, to ask an Ombudsman to review my response to your request.

Yours sincerely



A.J. WOODS
Air Commodore
Chief of Staff HQNZDF

⁷ <https://diversityworks.nz.org.nz/media/1174/nzdf.pdf>