

Sarah M
fyi-request-22819-c3780fc5@requests.fyi.org.nz



7 July 2023

Dear Sarah M,

OIA 22-23-62: Action on Diversity and Inclusion Risk

Thank you for your email of 16 May to New Zealand Trade and Enterprise (NZTE), making a request under the Official Information Act 1982 (the Act). You requested the following information:

- *Who from the Board, CEO and Director of Safety and Wellbeing have seen a copy of the full Mulberry Street Report on Diversity and Inclusion in the Investment team since (or prior to) my initial OIA?*
- *Who drafted and reviewed the summary report sent to the Investment team and the discussion pack for the Board?*
- *Does the Board or the Culture and People Committee consider that in performing a governance function, in some instances, they will require more information than just "discussion at a high level"?*
- *Does the Board and CEO consider that reports that highlights major issues with key D&I and Health, Safety and Wellbeing, worth more than "discussion at a high level"?*
- *What other Diversity and Inclusion surveys (other than the regular OurVoice surveys) have been completed since Jan 2018?*
- *In these surveys, what proportion of people have reported having experienced bullying at NZTE?*

NZTE answers to your questions

Who from the Board, CEO and Director of Safety and Wellbeing have seen a copy of the full Mulberry Street Report on Diversity and Inclusion in the Investment team since (or prior to) my initial OIA?

NZTE CEO Peter Chrisp has seen the report. The Director of Safety and Wellbeing and members of the Board have not seen the full report. As previously noted, the findings were discussed with the Board at a high level and the summary report was shared with the Board Chair.

Who drafted and reviewed the summary report sent to the Investment team and the discussion pack for the Board?

The summary report came from Clare Swallow at Mulberry Street. As noted above, the Board has not seen the full report, or any documents related to it.

Does the Board or the Culture and People Committee consider that in performing a governance function, in some instances, they will require more information than just "discussion at a high level"?

Does the Board and CEO consider that reports that highlights major issues with key D&I and Health, Safety and Wellbeing, worth more than "discussion at a high level"?

In responding to these two questions, we note that agencies are not obliged to form an opinion or create new information to answer an official information request.

However, we note that NZTE is committed to creating a safe working environment, and our people are encouraged to speak up about any serious concerns. If concerns about unacceptable behaviour are raised NZTE has a process to manage this. Under the Safe to Speak up approach, concerns can be reported in a variety of ways, including to people leaders, personal networks, the People and Kōrako team. There is also a confidential Safe to Speak Up service available 24/7 and administered by an independent third party.

The Mulberry report process was a proactive piece of research commissioned by the Investment Lead Team to identify how to make NZTE a better place to work.

What other Diversity and Inclusion surveys (other than the regular OurVoice surveys) have been completed since Jan 2018?

NZTE conducted a specific piece of diversity and inclusion research in October 2020, which included a survey as part of it.

In these surveys, what proportion of people have reported having experienced bullying at NZTE?

As there was not a question solely related to bullying in this survey we do not have specific data on the proportion of people that may have experienced bullying at NZTE.

Further information from NZTE

NZTE seeks to create an environment where it is safe to speak up. As noted above, NZTE's approach covers unacceptable behaviour such as bullying, harassment, discrimination, and serious wrongdoing breaches.

We seek to understand more about the questions you have asked in this and previous Official Information Act requests. If you are open to engaging with us in conversation to share your concerns, while still retaining your anonymity, we would appoint an independent third-party to facilitate a conversation with the aim to help us learn more about your concerns and provide timely responses. The options for this third party include:

- 1) Safe to speak up service (available to people external to NZTE via this link: [EthicsPoint - New Zealand Trade and Enterprise](#) ¹)
- 2) NZTE-funded independent mediator – contact civiladr@fairwayresolution.com or 0800 77 44 08 and quote reference number SR#053666\
- 3) A mediator of your choice
- 4) Engagement with NZTE's Board Chair, which can be arranged by emailing nzte.board@nzte.govt.nz

If you are open to this approach we'd be grateful if you could advise a preferred option.

Right to review

You have the right under section 28(3) of the Act to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at: www.ombudsman.parliament.govt.nz or freephone: 0800 802 602.

Yours sincerely

¹ Note: this webpage is hosted on EthicPoint's secure servers and is not part of the New Zealand Trade and Enterprise website or intranet

A handwritten signature in black ink, appearing to read 'Melissa Trochon', written in a cursive style.

Melissa Trochon
DIRECTOR – BOARD & MINISTERIAL