

From: [Rohan Wanigasekera](#)
To: [REDACTED]
Cc: [Support Services](#)
Subject: RE: Diversity OIA
Date: Monday, 1 July 2019 2:03:00 PM
Attachments: ~WRD000.jpg

Hello [REDACTED]

Please see the below response to your OIA request.

Kind regards,

Rohan Wanigasekera
SOLICITOR / ANALYST
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From: [REDACTED]@fairfaxmedia.co.nz [REDACTED]@fairfaxmedia.co.nz
Sent: Monday, 1 July 2019 8:42 AM
To: Rohan Wanigasekera <R.Wanigasekera@taic.org.nz>
Subject: Diversity OIA



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I've invited you to fill in a form:

[Diversity OIA](#)

We are seeking information about workplace diversity, and we would appreciate your participation. If any of the questions do not apply to your organisation/department, then please respond with n/a and move to the next question.

I am requesting the following information under the Official Information Act. I anticipate receiving the information under the terms of the Act, which stipulates a maximum response period of 20 business days. The Act stipulates that information should, however, be returned at the earliest possible date.

What is the name of your organisation?

- **Transport Accident Investigation Commission**

How many staff do you employ?

- **27**

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

- (X) Yes
- () No

What percentage of your staff are female?

- 37%

What percentage of your senior management are female?

- 66%

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

- (X) Yes
- () No

What percentage of your staff are NZ European?

- 93%

What percentage of your staff are Māori?

- 0%

What percentage of your staff are Pacific Islanders?

- 0%

What percentage of your staff identify as Asian?

- 0%

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

- 0%

What percentage of your staff are of another ethnicity?

- 0%

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

- 100%

What percentage of your senior management staff are Māori?

- 0%

What percentage of your senior management staff are Pacific Islanders?

- 0%

What percentage of your senior management staff identify as Asian?

- 0%

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

- 0%

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

- 0%

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

- (X) Yes
- () No

What is being done to encourage diversity?

- Recruitment pipeline management- looks at ways to encourage diversity of applicants

Is there any diversity training offered to staff?

- (X) Yes
- () No

Describe any diversity training offered?

- Te Ao Māori- cultural immersion training for all staff

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

- Use of external professional recruitment agency to undertake initial scoping
- Use of psychometric personality testing in the recruitment process

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

- () Yes
- (X) No

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

- Nil

If issues/complaints of racism occurred, what happened?

- Nil

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