

12 May 2025

[REDACTED]  
RNZ,  
PO Box 2209,  
Auckland, 1140  
New Zealand

Dear [REDACTED],

**Official Information request and response**

Thank you for your request under the Official Information Act ("OIA") dated 16<sup>th</sup> April 2025.

You have requested:

*All reports, submissions, aide memoires, briefings, reports, analysis, and sent, held, or received by your organisation in relation to updates to Diversity and Inclusion, or Diversity, Equity, and Inclusion (DEI), or Belonging and Inclusion, regulation policies, plans, and strategies including but not limited to:*

- *The development, implementation, or evaluation of diversity, equity and inclusion policies, strategies, plans, and regulations.*
- *The Public Service (Repeal of Diversity and Inclusiveness Requirements) Amendment Bill.*
- *Communications with New Zealand First and other coalition partners concerning Diversity and inclusion policies (or similar policies/regulations) and the proposed repeal.*
- *Assessments or analysis of the effects of removing DEI or similar regulations from public service legislation.*

**Timeframe:** *From January 1, 2024, to the date of this request*

Our response:

**The development, implementation, or evaluation of diversity, equity and inclusion policies, strategies, plans, and regulations.**

Annual Employee DEI Survey:

Te Ara Ahunga Ora Retirement Commission completed an annual employee DEI survey in November 2024. The survey provides insights into our culture and supports the Leadership Team to create an environment where all employees can thrive. We decline to release the information related to this survey under s9(2)(ba)(i) of the Official Information Act 1982 as it would be likely to prejudice the supply of similar information. However, I can advise that the topline results around diversity, equity and inclusion are strong. This reflects our commitment to fostering an inclusive workplace and our focus on ensuring Te Ara Ahunga Ora Retirement Commission remains a great place to work.

Kia Toipoto Pay Gaps Action Plan:

Te Ara Ahunga Ora Retirement Commission has a Kia Toipoto Pay Gaps Action plan as recommended by the Public Service Commission. This was originally created in 2023. We updated the status of our



actions in 2024. A copy of the updated action plan is available on our website via the following link [Kia-Toipoto-Pay-Gaps-Action-Plan-2024.pdf](#).

**The Public Service (Repeal of Diversity and Inclusiveness Requirements) Amendment Bill:**

Te Ara Ahunga Ora Retirement Commission has not sent, held, or received any documents or briefings in relation to the above.

**Communications with New Zealand First and other coalition partners concerning Diversity and inclusion policies (or similar policies/regulations) and the proposed repeal:**

Te Ara Ahunga Ora Retirement Commission has not sent, held, or received any documents or briefings in relation to the above.

**Assessments or analysis of the effects of removing DEI or similar regulations from public service legislation:**

Te Ara Ahunga Ora Retirement Commission has not sent, held, or received any documents or briefings in relation to the above.

You have the right to refer this response to the Ombudsman if you are dissatisfied with it. More information on how to do this is [here](#). Te Ara Ahunga Ora proactively releases information in accordance with the Government's commitment to the Open Government Partnership National Action Plan. This includes publishing responses to requests for information under the OIA. Please note that this response (with your name removed) will be published on the Te Ara Ahunga Ora website shortly and will remain on our website for 12 months.

Thank you for your interest in our work.

Yours sincerely,



Nick Thomson

**Chief Operating Officer**

