

12 May 2025

s9(2)(a)

By email: s9(2)(a)

Tēnā koe s9(2)

Your request

Thank you for your request, received on 16 April 2025, under the Official Information Act 1982 (Act) for the following information:

“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 Electricity Authority (Authority) promotes a culture of fairness and inclusion for all ethnicities and genders, as well as for employees with disabilities and who belong to Rainbow communities. Our five strategic capabilities are outlined in our Statement of intent 2021-25 which provide the foundation for our internal priorities and reflect what we want to be known for. One of these is ‘inspired culture’ which includes investing in culture, diversity, and capability, and providing opportunities for collaboration and progression so our people feel valued and empowered to do their best work.

We are a member of Diversity Works and Pride Pledge as part of our commitment to an inclusive workplace. Additionally, we have three employee-led networks which hold regular meetings, host social and cultural events, and provide workshops and training to the wider organisation. The networks are:

- Pou Tangata – Te Ao Māori, which is committed to building Māori cultural capability into our organisation and our mahi.
- Āniwaniwa Hiko – Electric Rainbow, which brings together staff to create a friendly space to raise awareness and amplify the voices of our LGBTQIA+ whānau.

- Putirā Hiko – Neurodiversity and Disability, which provides a safe space for neurodivergent members and allies to connect, share, and grow together.

Using guidance from Diversity Works and Pride Pledge, as well as lived experiences, these networks put on workshops and training sessions including Rainbow 101 Awareness, Trans 101 Awareness, Understanding Neurodiversity and raising awareness of te ao Māori. These trainings and workshops have been in place for several years and there have been no changes or updates to them since 1 January 2024.

You can find more information about our commitment to being an equal opportunities employer in our annual report, available here:

www.ea.govt.nz/documents/5962/Electricity_Authority_Te_Mana_Hiko_Annual_report_2023-24.pdf

As an independent Crown entity, the Electricity Authority is not subject to the Public Service Act or any proposed amendments although we must have regard to the current Government Workforce Policy Statement issued by the Public Service Commission. This policy statement is publicly available on the PSC website: www.publicservice.govt.nz/assets/DirectoryFile/Government-Workforce-Policy-Statement-2024.pdf. More broadly, we seek to follow guidance laid out by the Public Service Commission (PSC).

In addition, the Authority takes part in a fortnightly Wider Public Sector Heads of HR meeting, run by the PSC. Diversity and inclusion updates have been discussed in these meetings. We understand Antarctica New Zealand is releasing the relevant meeting minutes to you as part of their response and has communicated that they will be providing these minutes on behalf of all agencies for the sake of this request.

We have identified one further document within the scope of this request. As part of our commitment to the Kia Toipoto – Public Service Pay Gap Action Plan, we publish a yearly update to our pay equity action plan on our progress to reduce gender, Māori, Pacific, and ethnic pay gaps. The 2024 pay equity update is on our website, available here:

[www.ea.govt.nz/documents/6195/Kia_toipoto - Pay equity update 2024.pdf](http://www.ea.govt.nz/documents/6195/Kia_toipoto_-_Pay_equity_update_2024.pdf)

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

If you would like to discuss this decision with us, please feel free to contact us by emailing oia@ea.govt.nz.

Nāku noa, nā,



Airihī Mahuika

GM Legal, Monitoring and Compliance