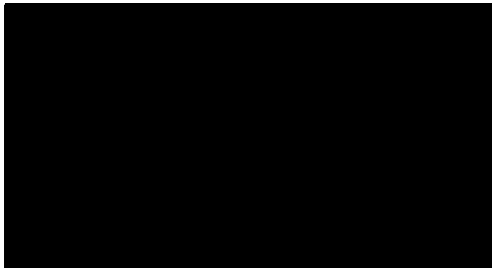




8 July 2019



Dear 

Re: Official Information Act request – Workplace Diversity

Thank you for your Official Information Act request of 18 June 2019 seeking the following of Waitematā District Health Board (DHB) in relation to workplace diversity.

Our responses to your questions are provided below.

1. What is the name of your organisation?

Waitematā District Health Board.

2. How many staff do you employ?

Waitematā DHB serves the largest population of any district health board in New Zealand, currently standing at more than 630,000 people.

Our DHB has a workforce of more than 7500 staff spread across more than 80 sites. In addition to caring for our own population, we are also the metropolitan Auckland provider of forensic psychiatry, child disability services, child community dental services and community alcohol and drug services.

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

Yes.

4. What proportion of your staff are female?

76.4% of staff are female.

5. How many females are there in senior management?

Sixteen females are employed in senior management roles.

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

Yes.

7. **What percentage of your staff are NZ European?**
35.7% of staff identify as NZ European.
8. **What percentage of your staff are Māori?**
6.8% of staff identify as Māori.
9. **What percentage of your staff are Pacific Islanders?**
5.5% of staff identify as Pacific Islanders.
10. **What percentage of your staff identify as Asian?**
30.8% of staff identify as Asian.
11. **What percentage of your staff are Middle Eastern/Latin American/African?**
1.9% of staff identify as Middle Eastern/Latin American/African.
12. **What percentage of your staff are of another ethnicity?**
4.3% of staff identify as another ethnicity.
13. **What percentage of your senior management staff are NZ European/Pākehā?**
52.9% of senior management staff have identified as NZ European/Pākehā.
14. **What percentage of your senior management staff are Māori?**
14.7% of senior management staff have identified as Māori.
15. **What percentage of your senior management staff are Pacific Islanders?**
5.9% of senior management staff have identified as Pacific Islanders.
16. **What percentage of your senior management staff identify as Asian?**
0% of senior management staff have identified as Asian.
17. **What percentage of your senior management staff are Middle Eastern/Latin American/African?**
0% of senior management staff have identified as Middle Eastern/Latin American/African.
18. **What percentage of your senior management staff are of another ethnicity?**
26% of senior management staff have identified as being of another ethnicity.

Note: Ethnicity is self-identified as per the Ministry of Health Ethnicity Data Protocols 2017 (HISO Standards). The data provided is for those staff for whom we have ethnicity recorded. The DHB has made substantial improvements in our ethnicity data collection and recording processes, and we have reduced the number of staff with 'not-stated' ethnicity in our systems. This allows us to better monitor progress and improvements in our workforce diversity. Ethnicity data is reported here at Level 1 (aggregated) and where staff identify with multiple ethnicities these are prioritised as outlined in the Ethnicity Data Protocols (Māori>Pacific>Asian>MELAA>NZE/Other), which means an employee is identified only once in the data.
19. **Are there any plans in place to encourage diversity in staffing and the daily operation of the Ministry/department? Yes/No**

Yes. Ensuring a diverse workforce is an important aim for the DHB through our commitment to be an inclusive Good Employer.

The DHB has several initiatives in place or underway to encourage diversity in staffing:

- The DHB has had a scholarship programme in place over the last seven years aimed at supporting Māori and Pacifica students into health careers. Unless the student has withdrawn from the programme, the DHB has been successful in supporting the employment of graduates to Waitematā or another healthcare provider.
- The DHB approved a new Equity Framework in July 2018 to accelerate Māori health gains and the elimination of unfair, unjust and preventable inequities. One of the actions identified in the DHB's health equity framework is an intent to grow Māori workforces by 2025 to meet the proportion of our district's working age population who identify as Māori. The DHB is currently on-target to achieve this workforce growth.
- The DHB has also set a goal to grow Pacifica workforces by 2025 to meet the proportion of our district's working age population who identify as Pacifica. The DHB is also currently on-target to achieve this workforce growth.
- The DHB is engaging with the Blind Foundation to review the accessibility of our recruitment practises.
- In April 2019, the DHB started to collect impairment/disability and diverse gender data from employees as they commence employment. This data will allow us to engage with those staff on ways to improve their experience of work at our DHB.

20. What is being done to encourage diversity?

Please see answer to Q 19.

21. Describe any diversity training offered?

The DHB offers the following diversity training:

- Clinical competence – gender identity and sexual orientation.
- Cultural and linguistically diverse competency courses:
 - ✓ Culture and Cultural Competency
 - ✓ Working with Migrant Patients
 - ✓ Working with Refugee Patients
 - ✓ Working with Interpreters
 - ✓ Working with Asian Mental Health Clients
 - ✓ Working with Religious Diversity
 - ✓ Working with CALD Families-Disability Awareness
 - ✓ Working in a Mental Health Context with CALD clients
- Māori pronunciation and Te Reō courses.
- Te Pumaomao – Māori cultural perspectives.
- Engaging well with Māori.
- Māori, Pacific & Asian cultural workshop at orientations for new graduate nurses and newly employed nurses.
- Māori, Pacific & Asian cultural workshop at orientations for allied health new graduates.
- Māori, Pacific & Asian cultural workshop for nurses on the Waitematā Return to Practice/ Competence Assessment programmes.

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

We have several initiatives in place or underway to attract diverse workforces:

- The DHB ensures roles are widely advertised.
- The DHB interviews all Māori and Pacifica candidates who meet the minimum standards for the role.
- The DHB has engaged with the Blind Foundation to review the accessibility of the employment process for those who have impairments.

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

Yes.

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

One.

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

A complaint of racial discrimination was made in 2017. Formal investigation was undertaken, which provided a range of recommendations, including actions for improved communication and team work.

Waitematā DHB, like other agencies across the state sector, supports the open disclosure of information to assist the public's understanding of how we are delivering publicly-funded health care. This includes the proactive publication of anonymised Official Information Act responses on our website from 10 working days after they have been released.

If you feel that there are good reasons why your response should not be made publicly available, we will be happy to consider them.

We trust this reply satisfies your request.

Yours sincerely



Fiona McCarthy
Director Human Resources
Waitematā District Health Board