

ENQ-36499-C4R9D0

Date: 25<sup>th</sup> July 2019

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### Official Information Act Request

Dear Ms O'Callaghan

I refer to your request to the Environmental Protection Authority (EPA) received on 18 June 2019. Your request has been considered under the Official Information Act 1982 (OIA).

Please see the response to your questions attached.

You have the right to seek an investigation and review of this decision by the Ombudsman. You can contact the Ombudsman on 0800 802 602, or by email at [info@ombudsman.parliament.nz](mailto:info@ombudsman.parliament.nz).

If you have any further queries, please do not hesitate to contact us via [ministerials@epa.govt.nz](mailto:ministerials@epa.govt.nz).

Yours sincerely



Dr Allan L. Freeth  
Chief Executive  
Environmental Protection Authority

**Response to Official Information Act request from Jody O'Callaghan**

1. What is the name of your organisation? **Environmental Protection Authority**
2. How many staff do you employ? **183 permanent, fixed term and casual staff as at end of June 2019 (note all information below is as at end of June 2019)**
3. Do you measure the gender make-up of your staff? **Yes**
4. What percentage of your staff are female? **63%**
5. What percentage of your senior management are female? **64%**
6. Do you measure the ethnic make-up of your staff? **Yes**
7. What percentage of your staff are NZ European? **51%**
8. What percentage of your staff are Māori? **5%**
9. What percentage of your staff are Pacific Islanders? **2%**
10. What percentage of your staff identify as Asian? **5%**
11. What percentage of your staff are Middle Eastern/Latin American/African? **1%**
12. What percentage of your staff are of another ethnicity? **2% (note 21% are European and 14% have not declared their ethnicity)**
13. What percentage of your senior management staff are NZ European/pākehā? **59%**
14. What percentage of your senior management staff are Māori? **9%**
15. What percentage of your senior management staff are Pacific Islanders? **None**
16. What percentage of your senior management staff identify as Asian? **5%**
17. What percentage of your senior management staff are Middle Eastern/Latin American/African? **None**
18. What percentage of your senior management staff are of another ethnicity? **None (note 18% are European and 9% have not declared their ethnicity)**
19. Are there any plans in place to encourage diversity in staffing and the daily operation of the Ministry/department? **Yes**
20. What is being done to encourage diversity? **The specialised nature of our operations means that we often need to source candidates from across the world, which contributes to a multicultural and diverse environment at the EPA. We support and acknowledge this by regularly holding shared lunches, and by celebrating cultural holidays including Chinese New Year and Matariki**
21. Is there any diversity training offered to staff? **Yes**
22. Describe any diversity training offered? **The EPA is working with Diversity Works New Zealand to offer (for example) unconscious bias and cultural capability training to staff and leaders. In addition the EPA has a dedicated internal Maori Learning Advisor who runs the He Whetū Mārama, Maori culture workshops**
23. How is diversity considered within your employment process? (e.g blind CVs). **The EPA is on the Immigration New Zealand Accredited Employers List, which allows us to source candidates from across the world and to support them with a visa application process. Where possible we advertise roles as flexible or part time hours, and we make sure we have diverse and balanced interview panels**
24. Have you had to manage issues/complaints of racism in the workplace? **No**

25. How many racism issues/complaints have you had in the last five years? **We have had no such issues or complaints**

26. If issues/complaints of racism occurred, what happened? **We have had no such issues or complaints.**