

19 May 2025

By email to: [REDACTED]

Dear [REDACTED]

OFFICIAL INFORMATION ACT REQUEST 2025/23

On Wednesday, 16 April 2025, you made a request under the Official Information Act 1982 (the OIA) 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*

Please find answers to your questions below.

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

In May 2023, the Commission started a project to develop a policy on Diversity Equity and Inclusion. This involved setting up a working group and obtaining policies from other organisations to develop the policy. Due to the delivery of the general election in 2023, this work was put on hold, and it was picked up again in 2024. We have provided the documents requested from 1 January 2024 related to this work. We have not yet finalised our draft policy.

Please note that while some of the documents we have included may have originated from or been produced by external entities, they are held and used by the Electoral Commission solely for the purposes of our own business operations. Accordingly, we have only included documents that are used for internal activities.

Some contact details, such as phone numbers, some email addresses, and names, have been withheld under section 9(2)(a) of the OIA which relates to the privacy of natural persons. In each case where redactions have been made under section 9(2)(a), consideration has been given to, and I am satisfied that the reasons for withholding of the information are not outweighed by other considerations which render it desirable in the public interest to make that information available. Some information has also been withheld under section 9(2)(b)(ii) of the OIA where the withholding of the information is necessary to protect information where the making available of the information would be likely unreasonably to prejudice the commercial position of the person who supplied or who is the subject of the information.

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

The Electoral Commission does not hold any reports, submissions, aide memoires, briefings, reports, analysis in relation to 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.

The Electoral Commission has had no 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.

The Electoral Commission does not hold any assessments or analysis of the effects of removing DEI or similar regulations from public service legislation.

In the interests of transparency, we release responses to Official Information Act requests every 3 months. We will publish this response with your personal details redacted.

You have the right under section 28(3) of the Act to make a complaint to the Ombudsman if you are not satisfied with the response to your request. Information about how to do this is available at www.ombudsman.parliament.nz or by phoning 0800 802 602.

Yours sincerely



Lucy Hickman
Deputy Chief Executive Enterprise Services