



Department of
Conservation
Te Papa Atawhai

Reference: 20-E-0230-DOC-6275541

19 May 2020

Tania Te Whenua

BY EMAIL: fyi-request-12656-fac9de89@requests.fyi.org.nz

Dear Tania

Thank you for your Official Information Act request to the Department of Conservation, dated 20 April 2020. You requested the following:

- 1) *In the past three years how many Maori women (and what percentage of the total number of applicants) applied for Tier 2 roles or above?*
- 2) *In the past three years how many Maori women (and what percentage of the total number of successful applicants) were successfully appointed to the jobs which they applied for at Tier 2 or above?*

For the purpose of this request:

- 'Years' relates specifically to the Department's financial year 1 July to 30 June.
- The Department's response relates to the period 1 July 2017 to 30 April 2020.
- The Department does not handle recruitment for roles above Tier 2 as Tier 1 appointments are dealt with by the State Services Commission (SSC) and they will provide this information to you directly.

The Department's e-Recruitment system, Springboard, is where applications are loaded against vacancies which have been advertised on various platforms such as external websites, Govt Jobs, Seek or TradeMe. Candidates will be directed through a platform to apply through the Department's external website and as part of this process candidates complete an Equal Employment Opportunity (EEO) section which captures information such as age, gender and ethnicity for reporting purposes only.

There may be cases where an external agency (i.e. recruitment or executive search) have been instructed to source a candidate pool for a vacancy. Candidates sourced by this approach are manually uploaded against a vacancy which means that the record of application has been added by the recruitment agency or the Department's internal Recruitment Team, therefore EEO information of a candidate is not captured.

The value of data pertaining to EEO information specifically around ethnicity and gender is reliant and limited to an applicant self-identifying. This information is not provided to

Department of Conservation - Te Papa Atawhai
Conservation House - *Whare Kaupapa Atawhai*
18 Manners Street, Wellington, New Zealand
PO Box 10 420, Wellington 6143
Telephone (04) 471 0726, Fax (04) 471 3075

hiring managers or panel members to reduce bias during the shortlisting process. The Department is committed to a diverse workforce that represents the communities we serve, and to creating an inclusive workplace culture through our Diversity and Inclusion Strategy.

The data set used to formulate a response to your request identified that a total of three Tier 2 vacancies were advertised during the period 1 July 2017 to 30 March 2020 and a total of 46 applications over all three vacancies.

From this data, the following constraints were identified:

- 13 manual applications (28% of total applications) which means the candidates EEO information is missing or recorded as 'unknown'
- four candidates (9%) have identified as Maori on their application form, however, two of them (50%) have chosen to leave their gender blank or 'unknown'.
- six applicants (13% of total applications) have identified themselves as New Zealanders, and of this ethnicity three (50%) identified as female.
- The option to identify 'New Zealander' as an ethnicity may include individuals who identify as Maori and/or other ethnicities.
- 'New Zealander' as an ethnicity is option in the applicant EEO section alongside 'New Zealand Maori' and as of December 2019, the ethnicity option 'Maori'.
- the ethnicity 'New Zealand Maori' was renamed to 'Maori' in December 2019.
- 'New Zealander' and 'Maori' remain as EEO ethnicity options

Your questions and our responses are listed below:

In the past three years how many Maori women (and what percentage of the total number of applicants) applied for Tier 2 roles or above?

For the specified period, one applicant self-identified as Maori and female in their application form. This is 2.17% of total applicants.

In the past three years how many Maori women (and what percentage of the total number of successful applicants) were successfully appointed to the jobs which they applied for at Tier 2 or above?

For the specified period, there were no Maori women successfully appointed to Tier 2 vacancies. This is 0% of total applicants.

If you wish to discuss this with the Department, please contact Nicki Fuller, Recruitment Manager by email nfuller@doc.govt.nz.

Yours sincerely



Suzanne Edwards
Director, Human Resources