

2023 stocktake of gender and ethnic diversity on public sector boards and committees

Forewords



I am pleased to introduce the 2023 stocktake of gender and ethnic diversity on public sector boards and committees.

I can report that as at December 2023, women now hold 53.9% of public sector boards and committees roles.

This is the eleventh consecutive year of growth, and the fourth consecutive year that women have held over 50% of roles. It's taken a coordinated effort to achieve this, and it is great to see sustained growth in the number of women in leadership positions.

Our ongoing focus is ensuring there is a strong pipeline of skilled and experienced women ready to take up governance roles, encouraging the next generation of leaders to step into governance, and seeing more diverse representation in private sector leadership and governance.

Thank you to my Ministerial colleagues who strive for diversity across the boards and committees in their portfolios.

I acknowledge and thank everyone championing women across both the public and private sector, and those working towards achieving greater representation and good governance, which will ensure the best outcomes for New Zealand.

Hon Louise Upston
Acting Minister for Women



The 2023 stocktake reflects the continued work to increase the diversity on public sector boards and committees.

I am delighted to see that women's representation has been over 50% for the past four years, and that women hold 46.2% of Board Chair roles.

This data shows there are many talented leaders ready for governance and leadership roles, including as Board Chairs. To the women in these roles, thank you for your leadership and drive to make a difference.

Through our Nominations Service, we support over 1,600 women on our database get matched by their skills and experience to governance opportunities.

We are also committed to helping women by providing development opportunities through our Leadership Learning Hub and partnering with appointing agencies and governance organisations, such as the Institute of Directors and Women on Boards.

I acknowledge the Ministries for Ethnic Communities and Pacific Peoples, Whaikaha Ministry of Disabled People, Te Puni Kōkiri, and all appointing agencies, for their work to nominate candidates and increase the diversity on public sector boards and committees.

Kellie Coombes
Secretary for Women and Chief Executive | Te Tumu Whakarae mō te Wāhine

Key findings for 2023

Members on public sector boards and committees

53.9% women

compared to 53.1% in 2022, and 52.5% in 2021

New board members

54.1% women

compared to 55.3% in 2022

Board chairs

46.2% women

compared to 41.9% in 2022

Ethnicity representation on public sector boards and committees (all genders)

NZ European or European

66.9%

Māori

27.5%

Pacific

7.0%

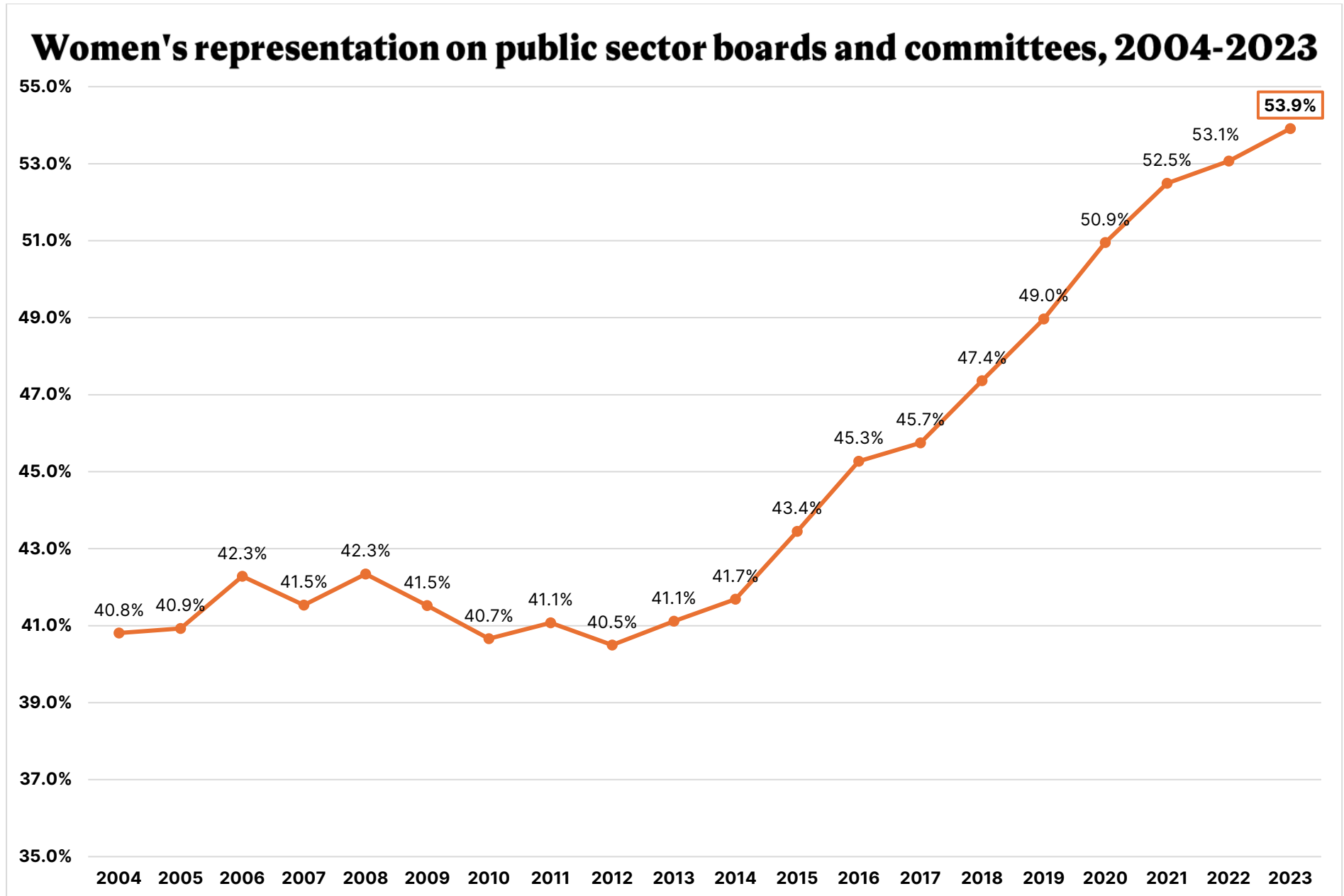
Asian

6.1%

MELAA*

0.8%

*Middle Eastern, Latin American and African



Overall results

Gender and ethnicity data

As at 31 December 2023, **women held 53.9% of Cabinet appointed public sector board and committee roles**. This is an increase from 53.1% in 2022 and 52.5% in 2021.

This represents the **eleventh year in a row** in which women's representation has increased.

Ethnicity data was provided for 2,721 board roles, or 97.5% of appointed members (compared to 99.2% in 2022).

The 2023 data shows that members (all genders) are:

- 66.9% NZ European or European (up from 65.4% in 2022).
- 27.5% Māori (up from 26.8 in 2022).
- 7.0% Pacific (down from 7.2% in 2022).
- 6.1% Asian (unchanged from 2022).
- 0.8% Middle Eastern, Latin American and African (MELAA) (unchanged from 2022).

Gender breakdowns by ethnicity:

- Of 1,820 roles held by NZ European or European members, 959 roles (52.7%) were held by NZ European or European women.
- Of 749 roles held by Māori members, 426 roles (56.9%) were held by wāhine Māori.
- Of 190 roles held by Pacific members, 118 roles (62.1%) were held by Pacific women.
- Of 166 roles held by Asian members, 104 roles (62.7%) were held by Asian women.
- Of 22 roles held by MELAA members, 10 roles (45.5%) were held by MELAA women.

Overall results

Individual members holding multiple roles by gender:

- 2,401 members held 2,790 roles. 1,505 board roles were held by women, 1,282 roles were held by men, and 3 board roles were held by people who do not identify with a gender.
- 1,270 women held 1,505 board roles. Women made up 52.9% of all individuals holding roles.

Individual members holding multiple roles by ethnicity:

- 2,334 individuals provided ethnicity data (97.2%).
 - 1,570 NZ European or European people held 1,820 board roles. NZ European or European people made up 67.3% of all individual members.
 - 810 NZ European or European women held 959 board roles. NZ European or European women made up 34.7% of all individual members.
 - 608 Māori people held 749 board roles. Māori made up 26.0% of all individual members.
 - 346 wāhine Māori held 426 board roles. Wāhine Māori made up 14.8% of all individual members.
 - 150 Pacific people held 190 board roles. Pacific people made up 6.4% of all individual members.
 - 90 Pacific women held 118 board roles. Pacific women made up 3.9% of all individual members.
 - 138 Asian people held 166 board roles. Asian people made up 5.9% of all individual members.
 - 82 Asian women held 104 board roles. Asian women made up 3.5% of all individual members.
 - 19 MELAA people held 22 board roles. MELAA people made up 0.8% of all individual members.
 - 9 MELAA women held 10 board roles. MELAA women made up 0.4% of all individual members.

Overall results

Board chairs

There were 359 appointed members identified as board chairs, either on the organisation forms provided or on boards' or agencies' websites. Of these, 166 (46.2%) were women (compared to 41.9% in 2022). 164 (98.8%) provided ethnicity data.

Ethnic breakdown of women board chairs:

- 119 were NZ European or European (72.6%).
- 47 were Māori (28.7%).
- 12 were Pacific (7.3%).
- 3 were Asian (1.8%).
- None were MELAA.
- 1 chair specified an "Other" ethnicity.
- 1 further chair preferred not to specify their ethnicity.

New appointments

There were 603 new members recorded in 2023. Of these, 326 (54.1%) were women. Ethnicity data was received for 546 of the new members (90.5%).

Ethnic breakdown of new members (all genders):

- 67.8% were NZ European or European.
- 31.3% were Māori.
- 5.9% were Pacific.
- 4.8% were Asian.
- 0.4% were MELAA.

Summary Table by Administering Agency

Administering Agency	Number of Boards	Ministerial Appointed Members	Women Ministerial Appointed Members	Percentage of Women
Department of Conservation	41	290	137	47.2%
Department of Corrections	2	3	1	33.3%
Department of Internal Affairs	54	325	180	55.4%
Department of the Prime Minister and Cabinet	7	51	33	64.7%
Environmental Protection Authority	1	1	0	0.0%
Land Information New Zealand	4	20	7	35.0%
Ministry for Culture and Heritage	14	94	53	56.4%
Ministry for Pacific Peoples	3	22	13	59.1%
Ministry for Primary Industries	15	63	35	55.6%
Ministry for the Environment	8	67	27	40.3%
Ministry for Women	1	10	9	90.0%
Ministry of Business, Innovation and Employment	65	349	182	52.1%
Ministry of Defence	1	6	2	33.3%
Ministry of Education	14	83	45	54.2%
Ministry of Foreign Affairs and Trade	9	45	23	51.1%
Ministry of Health	48	566	357	63.1%
Ministry of Housing and Urban Development	2	17	6	30.0%
Ministry of Justice	40	275	147	53.5%
Ministry of Social Development	7	37	24	64.9%

Administering Agency	Number of Boards	Ministerial Appointed Members	Women Ministerial Appointed Members	Percentage of Women
Ministry of Transport	9	58	21	36.2%
New Zealand Defence Force	5	27	9	33.3%
New Zealand Police	2	13	6	46.2%
Oranga Tamariki Ministry for Children	11	30	24	80.0%
Parliamentary Counsel's Office	1	0	0	N/A
Te Arawhiti Office for Māori Crown Relations	1	5	2	40.0%
Te Puna Aonui	1	11	9	81.8%
Te Puni Kōkiri Ministry of Māori Development	7	38	17	44.7%
Tertiary Education Commission	14	63	32	50.8%
Treasury	40	216	103	46.6%
Whaikaha Ministry of Disabled People	1	5	3	60.0%
Total	428	2790	1505	53.9%

The stocktake is dated 31 December 2023. It includes only New Zealand Ministerial appointments that are required to be considered through the Cabinet Appointments and Honours Committee (APH) or other Cabinet committees. The stocktake does include appointments made by the Governor-General on the recommendation of a Minister. It does not include members who have been elected, appointed as members of professional groups without Ministerial right of approval, ex-officio members, or current Members of Parliament. The stocktake does not include temporary boards or committees i.e. bodies set up for a particular project that is expected to take no more than approximately 18 months and are intended to disband as soon as that project is completed.

Summary Table by Ministerial Portfolio

Ministerial Portfolio	Number of Boards	Ministerial Appointed Members	Women Ministerial Appointed Members	Percentage of Women
Prime Minister	3	5	4	80.0%
Minister for ACC	1	7	4	57.1%
Minister of Agriculture	14	62	36	58.1%
Minister for Arts, Culture and Heritage	7	53	32	60.4%
Attorney General	5	94	49	52.1%
Minister for Biosecurity	1	4	2	50.0%
Minister for Building and Construction	6	49	23	46.9%
Minister for Children	11	30	24	80.0%
Minister of Climate Change	3	20	7	35.0%
Minister of Commerce and Consumer Affairs	15	86	43	50.0%
Minister for the Community and Voluntary Sector	2	12	5	41.7%
Minister of Conservation	38	262	132	50.4%
Minister of Corrections	2	3	1	33.3%
Minister of Defence	2	16	5	31.3%
Minister for Digitising Government	1	3	0	0.0%
Minister for Disability Issues	1	5	3	60.0%
Minister for Economic Development	4	24	14	58.3%
Minister of Education	13	76	42	55.3%
Minister for Emergency Management and Recovery	1	10	7	70.0%

Ministerial Portfolio	Number of Boards	Ministerial Appointed Members	Women Ministerial Appointed Members	Percentage of Women
Minister for Energy	4	19	8	42.1%
Minister for the Environment	7	54	22	40.7%
Minister for Ethnic Communities	1	8	4	50.0%
Minister of Finance*	27	205	102	49.8%
Minister for Food Safety	1	3	1	33.3%
Minister of Foreign Affairs	7	34	20	58.8%
Minister for the Government's Response to the Royal Commission's Report into the Terrorist Attack on the Christchurch Mosques	1	28	19	67.9%
Minister of Health	48	566	357	63.1%
Minister of Housing*	2	17	6	35.3%
Minister for Hunting and Fishing	3	28	5	17.9%
Minister for Infrastructure	2	13	5	38.5%
Minister of Internal Affairs	31	140	83	59.3%
Minister of Justice	36	185	100	54.1%
Minister for Land Information	4	20	7	35.0%
Minister of Local Government	4	29	14	48.3%
Minister for Māori Development	7	38	17	44.7%
Minister for Media and Communication	6	27	14	51.9%
Minister for National Security and Intelligence	3	7	2	28.6%
Minister for Oceans and Fisheries	1	1	0	0.0%
Minister for Pacific Peoples	3	22	13	59.1%
Minister of Police	2	13	6	46.2%

*The boards for Kainga Ora Homes and Communities and Tamaki Redevelopment Company Ltd are co-appointed by the Ministers for Finance and Housing; data for these two boards are counted against both portfolios but appear only once in overall totals.

Ministerial Portfolio	Number of Boards	Ministerial Appointed Members	Women Ministerial Appointed Members	Percentage of Women
Minister for the Prevention of Family and Sexual Violence	1	11	9	81.8%
Minister for Racing	3	10	7	70.0%
Minister for Regional Development	1	6	4	66.7%
Minister of Science, Innovation and Technology	12	84	49	58.3%
Minister for Small Business and Manufacturing	1	5	3	60.0%
Minister for Social Development and Employment	22	66	38	57.6%
Minister for Sport and Recreation	4	26	14	53.8%
Minister for State Owned Enterprises	16	89	39	43.8%
Minister for Tertiary Education and Skills	17	81	42	51.9%
Minister for Tourism and Hospitality	2	8	5	62.5%
Minister for Trade	2	15	6	40.0%
Minister of Transport	9	58	21	36.2%
Minister for Treaty of Waitangi Negotiations	1	5	2	40.0%
Minister for Veterans	4	17	6	35.3%
Minister for Women	1	10	9	90.0%
Minister for Workplace Relations and Safety	4	38	19	50.0%
Total	428	2790	1505	53.9%

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Summary of Reported Ethnicities (Appointed Members) by Administering Agency

Agency	Number of appointees	Appointees with ethnicity data (%)	European (# / %)		Māori (# / %)		Pacific (# / %)		Asian (# / %)		MELAA (# / %)		Other (# / %)		Did not specify (# / %)	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
Department of Conservation	290	99.7%	166	57.4%	125	43.3%	0	0.0%	4	1.4%	0	0.0%	0	0.0%	0	0.0%
Department of Corrections	3	100.0%	1	33.3%	2	66.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Department of Internal Affairs	325	100.0%	206	63.4%	86	26.5%	26	8.0%	35	10.8%	1	0.3%	3	0.9%	1	0.3%
Department of the Prime Minister and Cabinet	51	98.0%	25	50.0%	11	22.0%	5	10.0%	11	22.0%	6	12.0%	2	4.0%	1	2.0%
Environmental Protection Authority	1	100.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Land Information New Zealand	20	100.0%	13	65.0%	5	25.0%	0	0.0%	2	10.0%	0	0.0%	0	0.0%	0	0.0%
Ministry for Culture and Heritage	94	100.0%	48	51.1%	32	34.0%	16	17.0%	3	3.2%	1	1.1%	0	0.0%	1	1.1%
Ministry for Pacific Peoples	22	100.0%	1	4.5%	1	4.5%	21	95.5%	2	9.1%	0	0.0%	0	0.0%	0	0.0%

Agency	Number of appointees	Appointees										Did not specify (# / %)				
		with ethnicity data (%)	European (# / %)		Māori (# / %)		Pacific (# / %)		Asian (# / %)		MELAA (# / %)			Other (# / %)		
Ministry for Primary Industries	63	100.0%	52	82.5%	8	12.7%	1	1.6%	4	6.3%	0	0.0%	2	3.2%	0	0.0%
Ministry for the Environment	67	98.5%	55	83.3%	15	22.7%	2	3.0%	1	1.5%	0	0.0%	0	0.0%	0	0.0%
Ministry for Women	10	100.0%	7	70.0%	3	30.0%	1	10.0%	1	10.0%	0	0.0%	0	0.0%	0	0.0%
Ministry of Business, Innovation and Employment	349	98.3%	261	76.1%	75	21.9%	15	4.4%	12	3.5%	4	1.2%	11	3.2%	14	4.1%
Ministry of Defence	6	33.3%	2	100.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Ministry of Education	83	100.0%	30	36.1%	43	51.8%	14	16.9%	3	3.6%	0	0.0%	0	0.0%	0	0.0%
Ministry of Foreign Affairs and Trade	45	97.8%	26	59.1%	7	15.9%	6	13.6%	5	11.4%	1	2.3%	1	2.3%	0	0.0%
Ministry of Health	566	92.2%	334	64.0%	135	25.9%	37	7.1%	50	9.6%	6	1.1%	0	0.0%	0	0.0%
Ministry of Housing and Urban Development	17	100.0%	10	58.8%	5	29.4%	3	17.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Ministry of Justice	275	98.9%	222	81.6%	41	15.1%	17	6.3%	13	4.8%	1	0.4%	1	0.4%	0	0.0%
Ministry of Social Development	37	100.0%	21	56.8%	11	29.7%	7	18.9%	3	8.1%	0	0.0%	0	0.0%	0	0.0%
Ministry of Transport	58	94.8%	47	85.5%	10	18.2%	2	3.6%	1	1.8%	0	0.0%	3	5.5%	0	0.0%
New Zealand Defence Force	27	100.0%	24	88.9%	10	37.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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		with ethnicity data (%)	European (# / %)		Māori (# / %)		Pacific (# / %)		Asian (# / %)		MELAA (# / %)		Other (# / %)			
New Zealand Police	13	100.0%	9	69.2%	3	23.1%	0	0.0%	1	7.7%	1	7.7%	1	7.7%	0	0.0%
Oranga Tamariki Ministry for Children	30	83.3%	8	32.0%	17	68.0%	1	4.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Parliamentary Counsel's Office	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Te Arawhiti Office for Māori Crown Relations	5	100.0%	5	100.0%	2	40.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Te Puna Aonui	11	100.0%	3	27.3%	11	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Te Puni Kōkiri Ministry of Māori Development	38	100.0%	11	28.9%	30	78.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Tertiary Education Commission	63	100.0%	39	61.9%	21	33.3%	6	9.5%	3	4.8%	0	0.0%	1	1.6%	0	0.0%
Treasury	216	100.0%	188	87.0%	39	18.1%	10	4.6%	12	5.6%	1	0.5%	3	1.4%	0	0.0%
Whaikaha Ministry of Disabled People	5	100.0%	5	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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		with ethnicity data (%)	European (# / %)		Māori (# / %)		Pacific (# / %)		Asian (# / %)		MELAA (# / %)		Other (# / %)			
Prime Minister	5	60.0%	2	66.7%	1	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister for ACC	7	100.0%	6	85.7%	1	14.3%	1	14.3%	1	14.3%	0	0.0%	0	0.0%	0	0.0%
Minister of Agriculture	62	100.0%	52	83.9%	8	12.9%	0	0.0%	4	6.5%	0	0.0%	2	3.2%	0	0.0%
Minister for Arts, Culture and Heritage	53	100.0%	26	49.1%	25	47.2%	6	11.3%	1	1.9%	0	0.0%	0	0.0%	1	1.9%
Attorney General	94	98.9%	79	84.9%	19	20.4%	2	2.2%	3	3.2%	0	0.0%	0	0.0%	0	0.0%
Minister for Biosecurity	4	100.0%	4	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister for Building and Construction	49	100.0%	35	71.4%	5	10.2%	3	6.1%	4	8.2%	0	0.0%	1	2.0%	4	8.2%
Minister for Children	30	83.3%	8	32.0%	17	68.0%	1	4.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister of Climate Change	20	100.0%	16	80.0%	5	25.0%	1	5.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Agency	Number of appointees	Appointees										Did not specify (# / %)				
		with ethnicity data (%)	European (# / %)		Māori (# / %)		Pacific (# / %)		Asian (# / %)		MELAA (# / %)		Other (# / %)			
Minister of Commerce and Consumer Affairs	86	98.8%	70	82.4%	11	12.9%	4	4.7%	1	1.2%	2	2.4%	4	4.7%	6	7.1%
Minister for the Community and Voluntary Sector	12	100.0%	10	83.3%	2	16.7%	1	8.3%	1	8.3%	0	0.0%	0	0.0%	0	0.0%
Minister of Conservation	262	99.6%	143	54.8%	120	46.0%	0	0.0%	4	1.5%	0	0.0%	0	0.0%	0	0.0%
Minister of Corrections	3	100.0%	1	33.3%	2	66.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister of Defence	16	75.0%	12	100.0%	4	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister for Digitising Government	3	100.0%	0	0.0%	3	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister for Disability Issues	5	100.0%	5	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister for Economic Development	24	95.8%	14	60.9%	11	47.8%	1	4.3%	0	0.0%	0	0.0%	1	4.3%	0	0.0%
Minister of Education	76	100.0%	30	39.5%	37	48.7%	13	17.1%	3	3.9%	0	0.0%	0	0.0%	0	0.0%
Minister for Emergency Management and Recovery	10	100.0%	8	80.0%	5	50.0%	1	10.0%	0	0.0%	0	0.0%	1	10.0%	0	0.0%

Agency	Number of appointees	Appointees										Did not specify (# / %)				
		with ethnicity data (%)	European (# / %)		Māori (# / %)		Pacific (# / %)		Asian (# / %)		MELAA (# / %)			Other (# / %)		
Minister for Energy	19	89.5%	17	100.0%	2	11.8%	0	0.0%	1	5.9%	1	5.9%	1	5.9%	0	0.0%
Minister for the Environment	54	98.1%	46	86.8%	11	20.8%	1	1.9%	1	1.9%	0	0.0%	0	0.0%	0	0.0%
Minister for Ethnic Communities	8	100.0%	0	0.0%	0	0.0%	0	0.0%	8	100.0%	0	0.0%	0	0.0%	0	0.0%
Minister of Finance*	205	100.0%	147	71.7%	47	22.9%	14	6.8%	15	7.3%	1	0.5%	3	1.5%	0	0.0%
Minister for Food Safety	3	100.0%	2	66.7%	0	0.0%	1	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister of Foreign Affairs	34	100.0%	17	50.0%	4	11.8%	10	29.4%	4	11.8%	0	0.0%	1	2.9%	0	0.0%
Minister for the Government's Response to the Royal Commission's Report into the Terrorist Attack on the Christchurch Mosques	28	100.0%	7	25.0%	4	14.3%	2	7.1%	11	39.3%	6	21.4%	0	0.0%	1	3.6%
Minister of Health	566	92.2%	334	64.0%	135	25.9%	37	7.1%	50	9.6%	6	1.1%	0	0.0%	0	0.0%
Minister of Housing*	17	100.0%	10	58.8%	5	29.4%	3	17.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

*The boards for Kainga Ora Homes and Communities and Tamaki Redevelopment Company Ltd are co-appointed by the Ministers for Finance and Housing; data for these two boards are counted against both portfolios but appear only once in overall totals.

Agency	Number of appointees	Appointees										Did not specify (# / %)				
		with ethnicity data (%)	European (# / %)		Māori (# / %)		Pacific (# / %)		Asian (# / %)		MELAA (# / %)		Other (# / %)			
Minister for Pacific Peoples	22	100.0%	1	4.5%	1	4.5%	21	95.5%	2	9.1%	0	0.0%	0	0.0%	0	0.0%
Minister of Police	13	100.0%	9	69.2%	3	23.1%	0	0.0%	1	7.7%	1	7.7%	1	7.7%	0	0.0%
Minister for the Prevention of Family and Sexual Violence	11	100.0%	3	27.3%	11	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister for Racing	10	100.0%	10	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister for Regional Development	6	100.0%	4	66.7%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	16.7%
Minister of Science, Innovation and Technology	84	98.8%	64	77.1%	18	21.7%	1	1.2%	4	4.8%	1	1.2%	4	4.8%	2	2.4%
Minister for Small Business and Manufacturing	5	100.0%	4	80.0%	2	40.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%
Minister for Social Development and Employment	66	98.5%	33	50.8%	30	46.2%	11	16.9%	3	4.6%	0	0.0%	0	0.0%	0	0.0%
Minister for Sport and Recreation	26	100.0%	18	69.2%	4	15.4%	2	7.7%	2	7.7%	0	0.0%	0	0.0%	0	0.0%
Minister for State Owned Enterprises	89	100.0%	73	82.0%	20	22.5%	3	3.4%	4	4.5%	0	0.0%	2	2.2%	0	0.0%

Agency	Number of appointees	Appointees														
		with ethnicity data (%)	European (# / %)		Māori (# / %)		Pacific (# / %)		Asian (# / %)		MELAA (# / %)		Other (# / %)		Did not specify (# / %)	
Minister for Tertiary Education and Skills	81	100.0%	49	60.5%	29	35.8%	7	8.6%	4	4.9%	0	0.0%	1	1.2%	0	0.0%
Minister for Tourism and Hospitality	8	100.0%	6	75.0%	3	37.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister for Trade	15	100.0%	10	66.7%	2	13.3%	1	6.7%	1	6.7%	1	6.7%	1	6.7%	0	0.0%
Minister of Transport	58	94.8%	47	85.5%	10	18.2%	2	3.6%	1	1.8%	0	0.0%	3	5.5%	0	0.0%
Minister for Treaty of Waitangi Negotiations	5	100.0%	5	100.0%	2	40.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister for Veterans	17	100.0%	14	82.4%	7	41.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister for Women	10	100.0%	7	70.0%	3	30.0%	1	10.0%	1	10.0%	0	0.0%	0	0.0%	0	0.0%
Minister for Workplace Relations and Safety	38	100.0%	34	89.5%	3	7.9%	2	5.3%	2	5.3%	0	0.0%	0	0.0%	0	0.0%

The stocktake is dated 31 December 2023. It includes only New Zealand Ministerial appointments that are required to be considered through the Cabinet Appointments and Honours Committee (APH) or other Cabinet committees. The stocktake does include appointments made by the Governor-General on the recommendation of a Minister. It does not include members who have been elected, appointed as members of professional groups without Ministerial right of approval, ex-officio members, or current Members of Parliament. The stocktake does not include temporary boards or committees i.e. bodies set up for a particular project that is expected to take no more than approximately 18 months and are intended to disband as soon as that project is completed.

Methodology

Manatū Wāhine Ministry for Women undertakes this stocktake of gender and ethnicity on public sector boards and committees annually.

Ministerial appointments to public sector boards and committees are counted as at 31 December each year, with data taken from organisation forms submitted by agencies to the Department of the Prime Minister and Cabinet. The current stocktake is dated 31 December 2023 and reports on all appointed members of permanent or ongoing boards, and other appointed roles, as of that date.

The stocktake includes only New Zealand Ministerial appointments considered through Cabinet's Appointments and Honours Committee, or other Cabinet committees.

It does not count non-appointed members such as elected or ex-officio members. It also does not count temporary boards appointed for periods of 18 months or less.

Appointing agencies were contacted by Manatū Wāhine Ministry for Women to provide clarity on board membership where necessary, and all agencies were given an opportunity to review and confirm their member data.

Board members self-identified their own ethnicity data and were able to specify multiple ethnicities. Ethnicity data has been coded in keeping with the relevant Stats NZ classification. Members who preferred not to divulge ethnicity data were recorded under the category "Do not wish to specify". All ethnicity data percentages provided refer to the proportion of total members who reported ethnicities.

In mid-2023, Ministers on the Cabinet Appointments and Honours Committee chose to consider future appointments to some additional and pre-existing boards through the Committee, which had not previously been considered by Cabinet. This resulted in 18 pre-existing boards to be counted in the 2023 stocktake which previously had been considered out of scope.

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