

14 May 2025

Tēnā koe [REDACTED]

Thank you for your request to the Department of Conservation (DOC), received on 16 April 2025, in which you asked for:

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

We have considered your request under the Official Information Act 1982 (the OIA).

We have no known correspondence with New Zealand First or any other coalition partner regarding diversity and inclusion policies and the proposed repeal.

Similarly, a search of our database has found no record of any Minister's Office correspondence, instructions, directions or advice provided in relation to Diversity, Equity and Inclusion policies, practices or legislation. This has been captured in our response to Select Committee questions at [Annual Review](#) for 2023-24, where Q104 and Q111 included elements relating to diversity and inclusion.

Therefore, the above aspects of your request are refused under section 18(e), as the documents do not exist.

In 2024, we submitted a Kia Toipoto (Closing Gaps) Action Plan which reported on the actions the Department has taken in response to Public Service Commission's (PSC) diversity and inclusion work programmes: Kia Toipoto and Papa Pounamu. This cross-agency annual reporting requirement has now finished, and the PSC has advised that it is reviewing government agency diversity and inclusion work programmes and will be in touch to confirm next steps.

The Department has also captured data in relation to diversity and inclusion via our Healthy Work Survey. This was administered in February 2025 to identify and manage key risks to our people regarding mental health and wellbeing. We have reported the relevant question item for your interest. Analysis of the results is ongoing.

Early scoping is underway for a reasonable accommodation policy; however, no documentation exists for this work currently. Enabling reasonable accommodation for our employees is part of good management practice and will ensure the Department attracts and retains a diverse workforce capable of delivering Te Papa Atawhai's strategic direction.

With the above context in mind, we are releasing the following documents:

ITEM	DATE	DOCUMENT DESCRIPTION	DECISION
1	15 November 2024	Kia Toipoto (Closing Gaps) Action Plan	Released in full
2	February 2025	Healthy Work Survey - Diversity and Inclusion Item - Report	Released in full

You are entitled to seek an investigation and review of my decision by writing to an Ombudsman as provided by section 28(3) of the OIA.

Please note that this letter (with your personal details removed) and attached documents may be published on DOC's website.

If you would like to discuss this response with us, please contact Jessica Lamar by email at jlamar@doc.govt.nz

Nāku noa, nā



Karyn Thompson
Chief People Officer
Department of Conservation
Te Papa Atawhai