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OIA-2025-5352

15<sup>th</sup> May 2025

[REDACTED]  
[REDACTED]

Dear [REDACTED]

I refer to your email of 16 April 2025 requesting, under the Official Information Act 1982 (OIA), the following information: *From January 1, 2024 to the date of this request:*

*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.*

With respect to *reports, submissions, aide memoires, briefings, reports, analysis, and sent, held, or received* by the New Zealand Defence Force (NZDF): updates provided by the Public Service Commission (PSC) can be found on the PSC website<sup>1</sup>; the NZDF Gender Pay Gap Action Plan was shared with the PSC in 2024<sup>2</sup>; the NZDF did not produce or send Diversity, Equity and Inclusion plans in 2024 or 2025; the NZDF's internal strategies are developed independently to reflect the organisation's unique operational context and information about the NZDF's commitment to Diversity, Equity and Inclusion can be found on the NZDF website<sup>3</sup> and in the 2024 Annual Report<sup>4</sup>; and, in the context of the NZDF, there is no information regarding *The Public Service (Repeal of Diversity and Inclusiveness Requirements) Amendment Bill, Communications with New Zealand First and other coalition*

<sup>1</sup> <https://www.publicservice.govt.nz/publications/diversity-equity-and-inclusion-plan-2024-and-2025-2-year>

<sup>2</sup> <https://www.nzdf.mil.nz/assets/Uploads/DocumentLibrary/Kia-Toipoto-Action-Plan-Final.pdf>

<sup>3</sup> <https://www.nzdf.mil.nz/nzdf/who-we-are/valuing-diversity-and-inclusion/>

<sup>4</sup> [https://www.nzdf.mil.nz/assets/Uploads/DocumentLibrary/NZDF-Annual-Report-2024\\_Web-version.pdf](https://www.nzdf.mil.nz/assets/Uploads/DocumentLibrary/NZDF-Annual-Report-2024_Web-version.pdf)

*partners concerning Diversity and inclusion policies (or similar policies/regulations) and the proposed repeal, and Assessments or analysis of the effects of removing DEI or similar regulations from public service legislation.*

You have the right, under section 28(3) of the OIA, to ask an Ombudsman to review this response to your request. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Please note that responses to official information requests are proactively released where possible. This response to your request will be published shortly on the NZDF website, with your personal information removed.

Yours sincerely

**GA Motley**

Brigadier

Chief of Staff HQNZDF