Philanthropy New Zealand Tangata Whenua and Diversity Research Report

May 2019

Philanthropy
New Zealand
Tōpūtanga Tuku Aroha o Aotearoa

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Executive summary

Introduction

This research report summarises the findings of Philanthropy New Zealand's ("**PNZ**") Tangata Whenua and Diversity Project (2018–2019). The report includes data collected from a survey sent to PNZ funder stakeholders on 18 September 2018 and re-sent on 26 March 2019. The final response was received on 14 April 2019.

Purpose and outcomes

This project was started due to the lack of research on the philanthropic sector's diversity, inclusiveness and its engagement with Māori. It aimed to get data from the Philanthropy New Zealand membership to shed light on the anecdotal evidence that our sector lacks both diversity and has insufficient engagement with Tangata Whenua.

It aims to support discussion and to guide actions to progress the philanthropic sector to become more inclusive, diverse and to better engage with Tangata Whenua.

Thanks to our project sponsors and supporters

This project has been funded by the J R McKenzie Trust and Te Muka Rau. It was designed with input from PNZ's Board, the Māori Advisory Committee and Kaumātua. The overall methodology was shared with PNZ members' CEOs for comment.

Methodology and content

This research aimed to provide a snapshot of the diversity and inclusion of Philanthropy NZ's membership, as well as its engagement with Te Ao Māori.

A survey asking 19 questions was sent to 128 funders in PNZ's contact management database. Forty-five organisations responded, a response rate of 34 percent. Of these 45, 43 are PNZ members, one was a former member and one was a potential member.

It included questions focused on how philanthropic organisations are working with Māori and our diverse communities. It asked how many had organisational plans/strategies for engaging with Māori, how many had formal relationships with Kaumātua, and whether there was a staff member dedicated to building relations with Māori and ethnic communities.

It asked about the age, ethnicity and gender of our philanthropic boards, management and staff, and to what extent we have Board or staff members openly identifying as having disabilities or being LGBTQ+.

Findings

Compared to their proportion in New Zealand's population:

- **Women** are under-represented as Board Chairs but over-represented in staff of philanthropic funder NGOs
- **Young people** are under-represented at all levels and particularly around the Board table and as CEOs
- **Māori** are under-represented in leadership roles and around the Board table
- **Pasifika and Asian people** are under-represented in leadership roles and around the Board table.

Ten organisations (out of 42) have a formal relationship with a Kaumātua.

About a third of the organisations:

- Are thinking about policies in relation to Tangata Whenua, Mana Whenua or Kaumātua (15/43)
- Have a policy to guide grantmaking to support Māori organisations (14/41 organisations)
- Have identified staff with responsibility for building relationships with Māori or ethnic communities (18/42 organisations).

Very few organisations (7/39) have a policy or strategy guiding their approach to staff diversity or Board diversity (9/42 organisations).

Sixteen organisations said they were happy to share their policies/strategies relating to this research with PNZ.

Limitations and assumptions

This is an initial piece of research which gives a snapshot of PNZ members. It surveyed a relatively small number of funders, who have chosen to engage with a peak body for services, like sharing of best practice and professional development. Given this, these results may not necessarily represent all funders.

Furthermore, given the questionnaire required funders to seek a range of personal information from Board members and staff, it may be that those with better diversity and specific engagement with Tangata Whenua were more likely to respond.

Purpose of the research and intended outcomes

At the time this project started, international findings suggested that our sector lacked diversity[1], and there was no comparable research about our sector in Aotearoa New Zealand.

Anecdotal evidence suggested that we still had some way to go to welcome the leadership, wisdom, and contributions of Tangata Whenua, young people, people with disabilities, people from lower socio-economic communities, Pasifika, and people from migrant communities to our governance tables. It was also unclear how many philanthropic organisations are actively developing or pursuing strategies to address this issue.

This research aims to clarify this anecdotal information and better understand the issue amongst Philanthropy NZ members. We informed members that we intended to use the results in an anonymised form to support sector development. This research aims to provide useful evidence on any gaps, spark discussion, and to guide action to improve the sector's inclusiveness and diversity.

The research is an important first step in understanding how diverse and inclusive our sector is. Diversity helps us tap into the power of multiple points of view and networks with different parts of the community. It means we are better able to understand and respond to our diverse communities.

Methodology

The research has been overseen by two successive CEOs of PNZ. External research consultants have undertaken the data collection, analysis and written this report.

In addition to the survey, website research was undertaken in 2018 to identify the age, gender and ethnicity of philanthropic Board and staff members of philanthropic funders. As well as recording self-disclosed demographic information, a research assistant also took a 'best guess' approach. A decision has been taken to leave these results out of the report, given concern at this methodology.

Definitions

The following definitions were used through the research:

a. **Tangata Whenua**: (people of the land) refers to Māori from all Iwi living across Aotearoa New Zealand.

b. **Mana Whenua**: refers to the customary authority exercised by Tangata Whenua as Iwi or Hapū in an identified geographical area.

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[1] See for example: D5 State of the Work Report; Philanthropy's Diversity Challenge; Towards a more inclusive diversity in philanthropy.

c. **Kaumātua**: are elders in Māori society. Male elders are also known as koroua (or koro for short), and female elders as kuia.

d. **LGBTQ+**: stands for lesbian, gay, bisexual, transgender, questioning and "plus", which represents other sexual identities including pansexual, asexual and omnisexual. It's the accepted and inclusive way to refer to the queer community, who can be grouped by one common theme: the fact they don't identify as straight or cisgender (person whose sense of personal identity and gender corresponds with their birth sex).

e. **Board**: the governance committee, trust, or any group other than employees responsible for deciding the strategy and direction of the organisation.

Key steps

A survey was sent to 128 funder organisations on 18 September 2018. These were largely PNZ members but also included some non-members who had engaged with PNZ in another capacity.

The survey asked 19 questions (see **Appendix B)**, including asking for a detailed breakdown of the age, ethnicity and gender of individual Board members, the CEO/General Manager and individual staff members.

The response rate was 22% (28 respondents from 128 total recipients of the survey) as at 1 October 2018.

In early 2019, a decision was made to resend the survey and hire a research assistant to phone each of the non-respondent PNZ member recipients to encourage a higher turnout.

The survey was re-sent on 26 March 2019 and a week later the research assistant started phoning to encourage completion of the survey. The assistant used a phone script and FAQs to ensure consistency in the messaging for these conversations.

The research assistant spoke to 25 organisations, encouraging them to complete the survey (the others did not respond to the phone calls). The reported barriers identified by the organisations for not completing the survey were:
- Four organisations said they looked at it but did not have time to fill it out;
- Four organisations felt that it was not relevant to their organisations; and
- One organisation said it was too hard.

The final response to the survey was received was on 14 April 2019. By this time 45 organisations had completed the survey, a 34% response rate. Of these 45, 43 are members at the time of this report being written, one is a former member and one was a potential member.

When the survey was re-sent in 2019, slight changes were made to: two of the survey questions; and the introduction to the survey. These changes were based on feedback from a respondent who said that they were uncomfortable enquiring into personal characteristics of their staff / board members in order to get the data for the survey.

The changes aimed to encourage overall completion by stating that not every question needed to be answered, and to recognise the wide range of answers that people may want to record within categories (eg people may identify with multiple ethnicities).   The survey instructions are in **Appendix A** and survey questions are in **Appendix B**, with all changes highlighted.

The research assistant phoning PNZ members had a key message to encourage members to answer what they could – as every answer counts.

Note that Statistics New Zealand has included follow-up phone calls/emails with survey recipients as best practice to increase the turnout rate in surveys in their best practice survey design manual.[2]

The survey was also promoted through PNZ's e-newsletter *Giving Matters*.

Limitations and assumptions

The small size of the survey means assumptions about the larger funding sector cannot be made from its findings. Given the respondents were all members (except for two), who have chosen to join a peak body for services like professional development and insight into best practice, it could be they are more likely to be active in progressing diversity and inclusion, and engagement with Tangata Whenua.

Even within our membership, we don't know whether organisations with better diversity and specific engagement with Tangata Whenua were more likely to respond. Our results might be more positive than is the reality.

The survey data collection occurred over a longer time period than anticipated because of the end of year/holiday break and the changeover in CEOs of PNZ. The longer timeframe for the survey research means that there may have been changes to the Board and staff composition of the organisations that were surveyed during this time period – particularly as it extended over a calendar and financial year end.

There are inherent challenges with self-disclosed data; for example, we don't know whether the person responding to the survey on behalf of the organisation consulted the relevant Board members and staff about the responses.

As noted earlier, slight adjustments were made to the survey questions, with the intention of making it easier for people to respond to the survey even if they could

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[2] *A Guide to Good Survey Design (4th edition)* Statistics NZ (2015), pp. 54-55. Note: we checked with Statistics New Zealand and this is still the most recent version of this document – it was just archived when their new website was built.

not answer every question. While this should not have impacted on the *type* of response provided, it may have encouraged/discouraged different types of disclosure compared to when the survey was originally sent.

One organisation responded twice – once in 2018 and once in 2019. We made a decision to retain and analyse the 2019 response (as the most up-to-date information).

Appendix C outlines the number of respondents who skipped various questions.

Results

General population demographics

In reading the results, it is useful to compare them with the general population statistics. The statistics below are from Statistics New Zealand's website:
- **Gender**: Males: 49.25%, Females: 50.75%[3] – 2017 statistics
- **Ethnicity**: In the most recent New Zealand census in 2013[4], 74% of the population identified as European, 14.9% as Māori, Asian (11.8%), Pasifika (7.4%) and Middle Eastern, Latin American and African (1.2%)
- **Age:** See graph below.
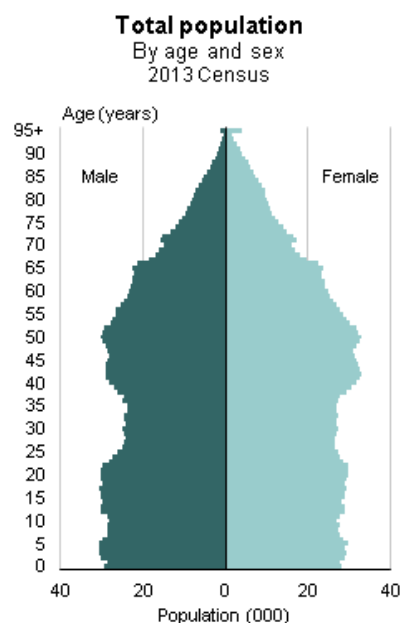
Source: Statistics New Zealand

- **Disability**: Almost one in four New Zealanders were identified as disabled in 2013.[5]

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[3] www.stats.govt.nz/topics/population
[4] At the time of writing this report, the 2018 Census results were not publicly available.
[5] www.archive.stats.govt.nz/browse_for_stats/health/disabilities/DisabilitySurvey_MR2013.aspx

The New Zealand Attitudes and Values Study from the University of Auckland (2016)[6] recorded that 2.6% identified as gay or lesbian, 1.8% bisexual, 0.6% bi-curious, 0.5% pansexual and 0.3% asexual.

Results – Board Chairs

Age

The majority (29 organisations, 65.9% of survey respondents) had Board Chairs between 36 to 60 years old. Fifteen organisations (34.1% of respondents) had Board Chairs aged 61+ years. There were no respondent organisations who had Board Chairs aged 35 years or younger.

Ethnicity

From the survey responses, we found:
- The majority (37 organisations, 84.1% of respondents) had a Board Chair that was of NZ European/Pākehā ethnicity;
- Three organisations (6.8%) had a Board Chair who identified as Māori;
- Two organisations (4.55%) had a Board Chair who identified as Asian;
- One organisation (2.2%) had a Board Chair who identified as a Pacific person; and
- One organisation (2.2%) had a Board Chair who identified with another ethnicity.

Gender

From the survey responses, we found:
- 31 respondent organisations (70.45%) had a male Board Chair; and
- 14 respondent organisations (29.55%) had a female Board Chair.
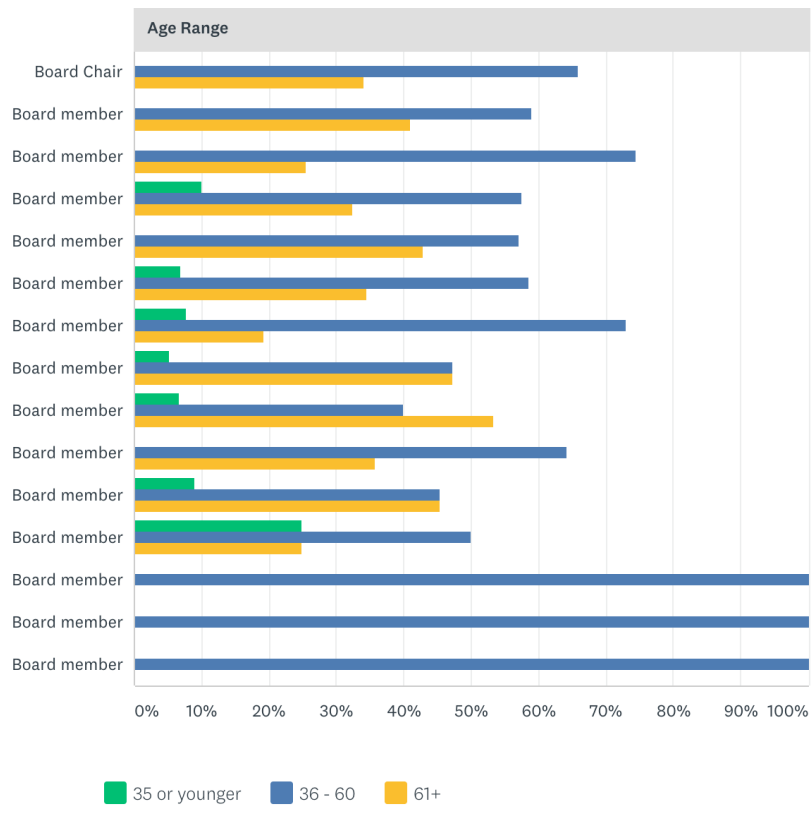
Results – Board members

Age

The survey asked the respondent to complete a profile by age for each Board member (see bar graph below). In total across the 43 respondent organisations (total of 299 Board members), there were:
- 13 Board members (4.3%) that were aged 35 years or younger;
- 185 Board members (61.8%) aged between 36 and 60 years old; and
- 101 Board members (33.8%) that were aged 61+ years.

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[6] www.psych.auckland.ac.nz/en/about/our-research/research-groups/new-zealand-attitudes-and-values-study.html

Please complete for each current member of your Board/Governing Body (where possible)

Answered: 44   Skipped: 1

Age Range

Legend: 35 or younger | 36 - 60 | 61+

When we analysed survey results by individual organisations, we found that:
- 32 organisations had no Board members aged 35 years or younger;
- Nine organisations had one Board member aged 35 years or younger;
- Two organisations had two Board members aged 35 years or younger.

Philanthropic Board Age

Legend: < 30 | 31+
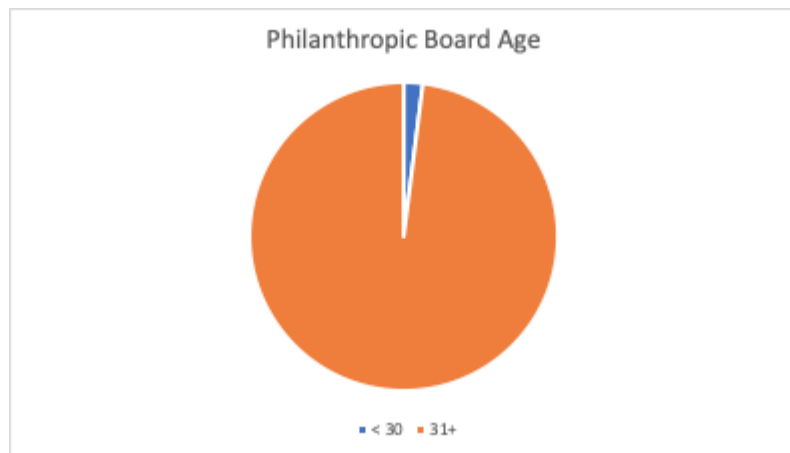
Ethnicity

From the survey responses, we found that across the 39 organisations that responded to this question (and 303 people within all of those organisations):

- The majority of Board members (217 people or 73.3%) identified as NZ European/Pākehā;
- There were 46 Board members (15.6%) who identified as Māori;
- There were nine Board members (3.1%) who identified as Pasifika;
- There were nine Board members (3.1%) who identified as Asian;
- There was one Board member (0.3%) who identified as Latin American, African or Middle Eastern; and
- There were seven Board members (2.4%) who identified with another ethnicity.

When we analysed survey results by individual organisations, we found that:

- 24 organisations (53% of respondents) had Boards where 80% or more of the Board members identified as NZ European/Pākehā;
- 15 organisations (33.3%) had at least one Board member who identified as Māori.

Board member by gender

The survey found that the majority of philanthropic Board members were men. The gender breakdown across 40 organisations and a total of 289 Board members was: 54.3% of Board members identified as men, 45.3% identified as women and one person (0.3%) identified as gender diverse.

When we drilled down into the survey research on an individual organisation basis, we found that:

- Eight organisations (19%) had 76% or more Board members who were women;
- 15 organisations (35.7%) had between 40-75% Board members who were women; and
- 19 organisations (45.2%) had between 0-39% Board members who were women.

Board members: Specific constituencies

One of the survey questions asked philanthropic organisations whether they had appointed Board members to represent a specific constituency – such as young people. We acknowledge that some boards have externally appointed members, which impacts the results.

The bar graph below shows of the 42 organisations that responded to this question, 38.1% had appointed to get a particular Board member constituency. Of those who provided additional comments, there were a mix of skills (such as lawyers, accountants or artists), ethnicity (mainly Māori) or geography (such as rural) that were cited as special constituencies.

Q5 Do you have any Board members who are appointed to represent a specific constituency or stakeholder group (e.g. youth, rural, new migrants)?
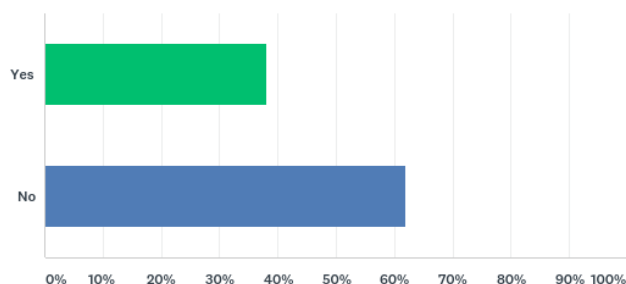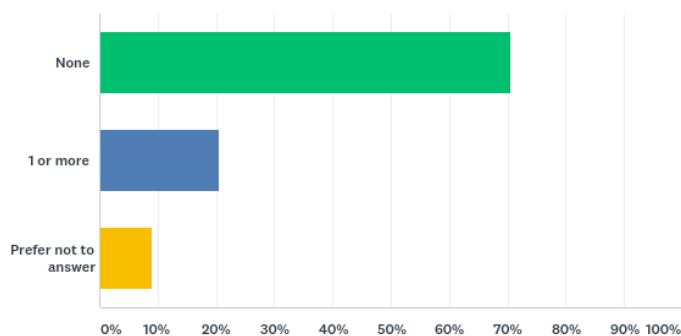

Board members: LGBTQ+ community

There were 44 organisations that responded to this survey question. As demonstrated in the bar graph below:

- 31 organisations (70.45%) did not have any Board members who openly identified as part of the LGBTQ+ community;
- Nine organisations (20.45%) had one or more members who openly identified as part of the LGBTQ+ community; and
- Four organisations (9.09%) preferred not to answer this question.

Q6 How many of your current Board members openly identify as lesbian, gay or part of the LGBTQ+ community?


Board members: disability

There were 44 organisations that responded to this survey question. As demonstrated in the bar graph below:

- 38 organisations (86.36%) did not have any Board members who openly identified as having a disability;
- Four organisations (9.09%) had one or more Board members who openly identified as having a disability; and
- Two organisations (4.55%) preferred not to answer this question.

Q7 How many of your current Board members identify as a person with disabilities?
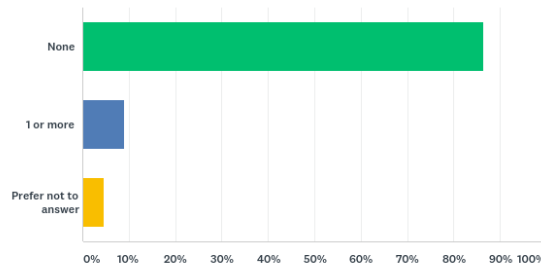
Results: Philanthropic CEOs/Managers

Age

Through the survey research, 40 organisations provided information about the age of the CEO/Manager, and our analysis shows that:
- One organisation (2.56%) had a CEO/Manager who was 35 years or under;
- The majority – 27 organisations (69.23%) – had a CEO/Manager who was between 36 and 60 years old; and
- 11 organisations (28.21%) had a CEO/Manager who was 61 years plus.

Ethnicity

Through the survey research, 40 organisations provided information about the ethnicity of the CEO/Manager, and our analysis shows that:
- The majority – 33 organisations (84.62%) – had a CEO/Manager who identified as NZ Pākehā/European;
- Two organisations (5.13%) had a CEO/Manager who identified as Māori;
- Two organisations (5.13%) had a CEO/Manager who identified as Asian; and
- Two organisations (5.13%) had a CEO/Manager who identified as another ethnicity.

Gender

Through the survey research, 40 organisations provided information about the gender of the CEO/Manager, and our analysis shows that:
- The majority – 25 organisations (61.54%) – had a CEO/Manager who was female; and
- 15 organisations (38.46%) had a CEO who was male.

Results: Philanthropic staff members

Age

Through the survey research, 36 organisations provided information about the age of their staff members (a total of 210 people), and our analysis shows that:

	35 years or younger	36-60 years old	61+ years	Total
Total people across all organisations	55 people 26.2%	136 people 64.76%	19 people 9.05%	210 people
0 in organisation	15 organisations	3 organisations	19 organisations	
1 in organisation	6 organisations	6 organisations	7 organisations	
2 in organisation	5 organisations	5 organisations	3 organisations	
3 in organisation	0 organisations	5 organisations	0 organisations	
4+ in organisation	5 organisations	12 organisations	1 organisation	

Ethnicity

Through the survey research, 31 organisations provided information about the ethnicity of their staff members. There were 199 responses given. This does not mean 199 people responded, as some people would have listed more than one ethnicity. Our analysis shows that:

	NZ European	Māori	Pasifika	Asian	Middle Eastern / Latin American / African	Other	Total
Totals	131 (65.83%)	26 (13.1%)	9 (4.5%)	14 (7.04%)	2 (1%)	17 (8.54%)	199
0 in organisation	3 orgs	17 orgs					
1 in organisation	4 orgs	10 orgs	2 orgs	4 orgs		4 orgs	
2 in organisation	9 orgs	3 orgs		1 org	1 org	1 org	
3 in organisation	4 orgs	7 orgs	1 org	2 orgs			
4+ in organisation	12 orgs	2 orgs	1 org			1 org	

Gender

Through the survey research we found that the majority of staff working for philanthropic organisations are women (76.89%) and that most organisations have two or more women staff members:

	Male	Female	Gender Diverse	Total
Total people across all organisations	51 people (22.67%)	173 people (76.89%)	1 person (0.4%)	225 people
0 in organisation	14 organisations	1 organisation		
1 in organisation	8 organisations	6 organisations	1 organisation	
2 in organisation	3 organisations	6 organisations		
3 in organisation	1 organisation	6 organisations		
4+ in organisation	6 organisations	13 organisations		

Staff members: LGBTQ+

There were 43 organisations that responded to this survey question. As demonstrated in the bar graph below:
- 29 organisations (67.44%) did not have any staff members who openly identified as part of the LGBTQ+ community;
- 12 organisations (27.91%) had one or more staff members who openly identified as part of the LGBTQ+ community; and
- Two organisations (4.65%) preferred not to answer this question.

Q9 How many of your current staff members openly identify as lesbian, gay or part of the LGBTQ+ community?
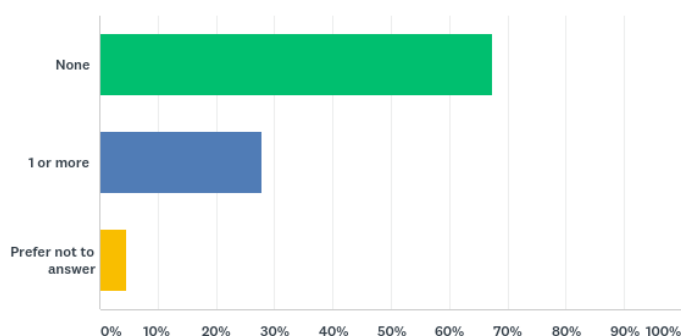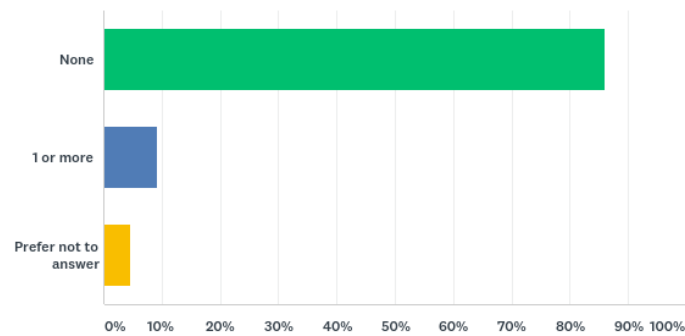

Staff members: Disability

There were 43 organisations that responded to this survey question. As demonstrated in the bar graph below:

- 37 organisations (86.05%) did not have any staff members who openly identified as having a disability;
- Four organisations (9.03%) had one or more staff members who openly identified as having a disability; and
- Two organisations (4.65%) preferred not to answer this question.

Q10 How many of your current staff members identify as a person with disabilities?

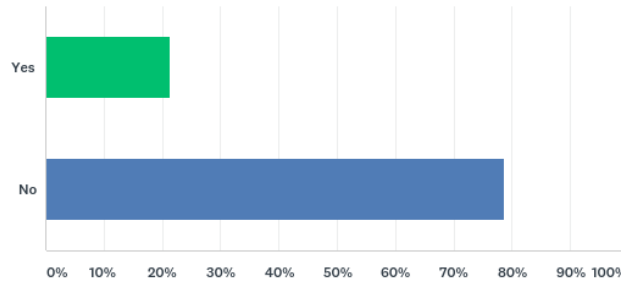## Organisational strategies and policies

The survey asked organisations whether they had a policy or strategy guiding their approach to staff diversity. There were 39 organisations that responded to this survey question and seven organisations (17.95%) said they had a policy or strategy – as demonstrated in the bar graph below:

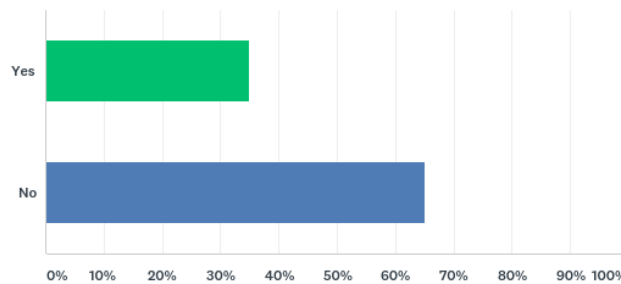Q11 Do you have explicit policy or strategy guiding your organisation's approach to staff diversity?
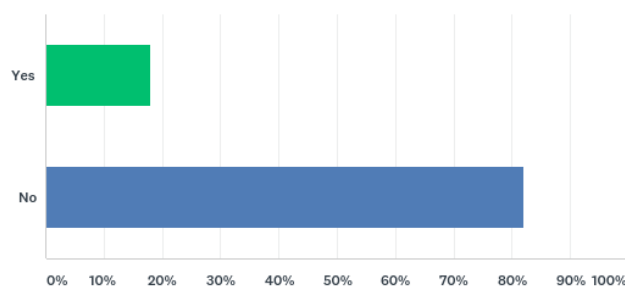
The survey asked organisations whether they had an explicit policy or strategy guiding their organisation's approach to Board diversity. There were 42 organisations that responded to this survey question and nine organisations (21.43%) who answered that they did have an explicit policy or strategy – as demonstrated in the bar graph below:

## Q12 Do you have explicit policy or strategy guiding your organisation's approach to Board diversity?

The survey asked organisations whether they had a policy or strategy guiding their relationships with Tangata Whenua, Mana Whenua and/or Kaumātua. There were 43 organisations that responded to this survey question and 15 organisations (34.88%) said yes – as demonstrated in the bar graph below:

Q13 Do you have explicit policy or strategy guiding your organisation's relationships with Tangata Whenua, Mana Whenua and/or Kaumātua?

The survey asked organisations whether they had a policy or strategy guiding grantmaking to support Māori organisations. There were 41 organisations that responded to this survey question and 14 organisations (34.15%) who acknowledged that they had a policy or strategy – as demonstrated in the bar graph below:

## Q14 Do you have explicit policy or strategy guiding your grantmaking to support Māori organisations?
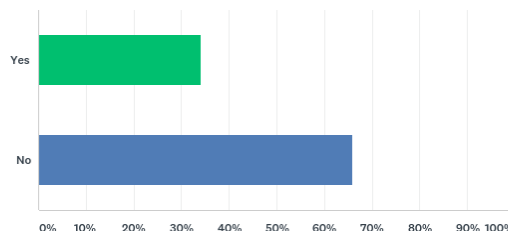
Sixteen organisations offered to share their policies/strategies with Philanthropy New Zealand.

Formal relationships

Staff member – relationship building

The survey asked organisations whether their organisation had identified staff with responsibility for relationship building with Māori or ethnic communities. There were 42 organisations that responded to this survey question and 18 organisations (42.86%) who responded yes – as demonstrated in the bar graph below:

Q16 Do you have identified staff with responsibility for relationship building with Māori or ethnic communities?
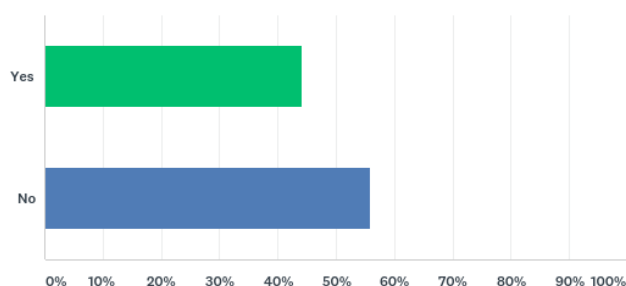
Relationship with Kaumātua

The survey asked organisations whether their organisation had a formal relationship with Kaumātua. There were 42 organisations that responded to this survey question and 10 organisations (23.81%) who responded yes to this question – as demonstrated in the bar graph below:

Q17 Does your organisation have a formal relationship with a Kaumātua?
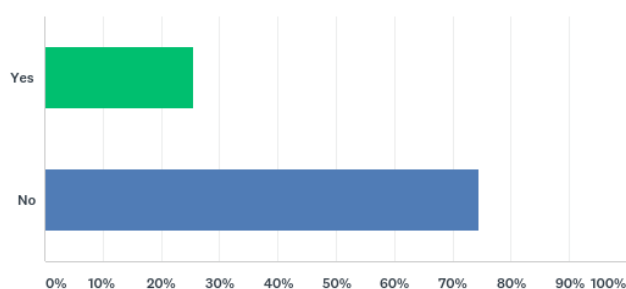
Comments – Organisational approach regarding relationships with Tangata Whenua, Mana Whenua or diversity

- "We are working towards establishing more formal links."
- "We utilise a Māori worldview for engagement with all ethnicities. Our motto is, 'If it works for Māori, it'll work for everyone'."
- "It's work in progress and starts with a cup of tea, whanaungatanga and a conversation about the relationship and what are Mana Whenua, Tangata Whenua and Diversities aspirations."

- "We've had Te Tiriti training, we've had tikanga training. We have Te Reo lessons weekly at the Trust."
- "An identified focus area for our Trust – for our funding and for the support right through the organisation for this to happen."
- "We have made building relationships with Mana Whenua a strategic priority."
- "Whānau/Hapū and Iwi relationships are critical to achieving good and sustainable outcomes for Aotearoa, hence we tend to invest in our staff and Board enhancing skills in this space and actively seek necessary engagement and enablement in the various projects we invest in."
- "[Organisation] is on a journey to try and engage with Mana Whenua and Tangata Whenua. However, this is yet to be formalised and at present (is done in an) ad hoc manner with willing Māori staff."
- "I'd love some help with increasing the [organisation's] capacity and capability in its engagement with Tangata Whenua."
- "Our mahi is for the benefit of whānau. Board and staff are fully committed to the kaupapa."
- "Our organisation has blossomed since we took on two Māori trustees and I feel that we are doing much better grantmaking because of it."
- "Our organisation does recognise Mana Whenua."
- "We have put aside staff time to learn Te Reo Māori and try to use it regularly in the office. Three of our trustees have now completed PNZ's Te Tiriti training. We are also engaged in some work with other funders and Māori communities on the East Coast to conceptualise what a different kind of philanthropy would look like, if it was developed between us."
- "One of our Board members is of Māori descent and two are associated with Iwi. When we have matters that need the input of Tangata Whenua, we approach the Kaumātua through our trustees with contacts."
- "Our grant recipients are schools, researchers or community orgs so we do not usually have contact with the beneficiaries of our funding; at present the majority of our grants go to projects benefiting Māori and Pasifika children and young people."
- "We have some relationships with the Māori community, but have strategy in place to develop this further. Initial step is to gauge what, if anything Mana Whenua want from us in a relationship."
- "As a very large organisation [we have] a dedicated unit but departments are responsible for their own relationships."

Any other comments regarding the survey

- "Tino pai tō mahi, PNZ!"
- "This [organisation] has a long and proud history of supporting diversity in many different ways. An explicit focus on Tangata Whenua has been within our current 10 year strategy – ensuring we have the support for that both within the staff and the governance is an important commitment we have made."
- "The diversity issue(s) is/are very much a work in progress on the diversity front."
- "I think this survey could of been enhanced by asking more broad questions – yes/no answers may not provide the best sense of how genuine outcomes are being achieved for whānau/hapū/iwi – I wonder if the questions could of been

better framed around how outcomes for LGBTQ and Iwi Māori were being achieved as opposed to if there was a policy etc, etc; I'd also note that our foundation is specifically focused on achieving impact and system change for all NZers through investing in a number of projects and approaches which in themselves specifically seek to invest in relationships/outcomes with Iwi whānau, and being as small and 'light' as we are, we focus on leadership, data and structures that achieve this."

- "[Our organisation] with the appointment with a new manager and co-ordinator are looking at philanthropic and governance best practice. This will also include diversity on the Board and looking at specific engagement with Mana Whenua and Māori."

- "Are you guys doing any interviews? If so, I'd be happy to be interviewed confidentially. This is a great initiative by PNZ."

- "Might need to add an option for those of us who don't employ any staff :-)"

- "No, although it is a good platform for discussion around the place of the Treaty in philanthropy."

- "Note that for the questions 6 & 7, I responded 'prefer not to answer' because there was no 'don't know' option. It's possible that some of our trustees may identify as a person with disabilities or LGBTQ+, but that this has not come up in the interactions I've had with them, or around the Board table, and therefore I'm not aware of it."

- "Diversity is a topic discussed by the Board, they recognise the need for 'younger' Trustees and more representation from Māori and Pacifica within our region."

- "We have no control over who the public elect for Council, however they are not the committee who allocate the funds. Our allocation committee is made up of community people and two Councillors. We are able to include diversity even though it is not stated in policy."

- "We have another governance body that has diversity including Māori and one member that is openly lesbian."

Appendix A: Survey instructions

Note: The additions to the survey instructions and survey between the one sent in 2018 and the one sent in 2019are highlighted.

Survey Instructions:
Thanks for completing this survey.

The survey has 19 questions. You'll need to know demographic information about your Board and Staff to complete it. Instructions, explanations, and definitions of terms used are provided in the notes before some of the questions. We understand that some of the identity questions about Board members or staff are personal and you may not know the answer, and in other cases there may be multiple answers that are applicable. We have added a comment box at the end, in case there is additional information that you would like to provide.

The survey is an important first step in understanding how diverse and inclusive we are as a sector. Ensuring that philanthropic leadership is diverse in terms of representation from Tangata Whenua, and across demographics like ethnicity, gender and age, gives grantmakers the opportunity to tap into the power of multiple points of view and networks with different parts of the community. It means we are better able to understand and strategically respond to the diverse communities we serve.

Your replies will be confidential. Collated and anonymous results will be shared with our sector, ensuring that individuals or organisations will not be identifiable.

For more background to this research please see Tangata Whenua & Diversity Research Information Sheet (attached to the email). If you need more help or have any questions please contact sue@philanthropy.org.nz.

Appendix B: Survey questions

The survey questions follow. Additions made in 2019 prior to the survey being resent are highlighted below.

Original questions
The following questions were included in the survey (note that for the questions that require information to be provided for each Board member or staff member, the following just keeps one row that would be filled in, by way of example):

1. Name of your organisation

2. Contact email of the person completing the survey

3. Date survey completed: Date / Time

Notes for question 4: "Board" is defined as the governance committee, trust board, or any group other than employees responsible for deciding the strategy and direction of the organisation. Select from the drop-down boxes the age range, ethnicity and gender for your Board Chair and then each Board member. The Ethnicity categories are the same as those used by Statistics NZ so we can compare results with the wider population. We have provided a third gender option ("gender diverse") for any Board members who identify as intersex/non-binary.

4. Please complete for each current member of your Board/Governing Body **(where possible)**

	Age Range	Ethnicity	Gender
Board Chair	35 or younger 36 - 60 61+ Board Chair Age Range menu	New Zealand European Māori Pacific Peoples Asian Middle East/Africa/Latin America Other Ethnicity Board Chair Ethnicity menu	Male Female Gender diverse Board Chair Gender menu

Comment: (e.g. if someone identifies with two or more ethnicities)

5. Do you have any Board members who are appointed to represent a specific constituency or stakeholder group (e.g. youth, rural, new migrants)?
- Yes
- No
- If yes please specify the role(s)

Notes for question 6: LGBTQ+ stands for lesbian, gay, bisexual, transgender, questioning and "plus," which represents other sexual identities including pansexual,

asexual and omnisexual. It's the accepted and inclusive way to refer to the queer community, who can be grouped by one common theme: the fact they don't identify as straight or cisgender (person whose sense of personal identity and gender corresponds with their birth sex.)

6. How many of your current Board members openly identify as lesbian, gay or part of the LGBTQ+ community?
- None
- 1 or more
- Prefer not to answer

7. How many of your current Board members identify as a person with disabilities?
- None
- 1 or more
- Prefer not to answer

Notes for question 8: Select from the drop-down boxes the age range, ethnicity and gender for your CEO/Manager and then each staff member. The Ethnicity categories are the same as those used by Statistics NZ so we can compare results with the wider population. We have provided a third gender option ("gender diverse") for any staff who identify as intersex/non-binary.

8. Please complete for each current staff member (where possible)

	Age Range	Ethnicity	Gender
CEO/ Manager	35 or younger 36 - 60 61+ CEO/Manager Age Range menu	New Zealand European Māori Pacific Peoples Asian Middle East/Africa/Latin America Other Ethnicity CEO/Manager Ethnicity menu	Male Female Gender diverse CEO/Manager Gender menu
Staff member	35 or younger 36 - 60 61+ Staff member Age Range menu	New Zealand European Māori Pacific Peoples Asian Middle East/Africa/Latin America Other Ethnicity Staff member Ethnicity menu	Male Female Gender diverse Staff member Gender menu

Comments (e.g. if someone identifies with two or more ethnicities)

Notes for question 9: LGBTQ+ stands for lesbian, gay, bisexual, transgender, questioning and "plus," which represents other sexual identities including pansexual, asexual and omnisexual. It's the accepted and inclusive way to refer to the queer community, who can be grouped by one common theme: the fact they don't identify as straight or cisgender (person whose sense of personal identity and gender corresponds with their birth sex.)

9. How many of your current staff members openly identify as lesbian, gay or part of the LGBTQ+ community?
- None
- 1 or more
- Prefer not to answer

10. How many of your current staff members identify as a person with disabilities?
- None
- 1 or more
- Prefer not to answer

11. Do you have explicit policy or strategy guiding your organisation's approach to staff diversity?
- Yes
- No
- Any comments?

12. Do you have explicit policy or strategy guiding your organisation's approach to Board diversity?
- Yes
- No
- Any comments?

Notes for question 13: For the purposes of this survey "Tangata Whenua" (people of the land) refers to Māori from any and all Iwi living across Aotearoa New Zealand. "Mana Whenua" refers to the customary authority exercised by Tangata Whenua as Iwi or Hapū in an identified area. "Kaumātua" are elders in Māori society. Male elders are also known as koroua (or koro for short), and female elders as kuia.

13. Do you have explicit policy or strategy guiding your organisation's relationships with Tangata Whenua, Mana Whenua and/or Kaumātua?
- Yes
- No
- Any comments?

Notes for question 14: Please use your organisation's definition of "Māori organisation" to answer this question. We know that different organisations will have different definitions and are just interested in whether this issue is addressed at a strategy level in your organisation.

14. Do you have explicit policy or strategy guiding your grantmaking to support Māori organisations?
- Yes

- No
- Any comments?

15. If you answered yes to question 11, 12, 13, or 14 would you be happy to share those documents with Philanthropy NZ and other grantmakers?
- Yes
- No
- Any comments?

16. Do you have identified staff with responsibility for relationship building with Māori or ethnic communities?
- Yes
- No
- Any comments?

17. Does your organisation have a formal relationship with a Kaumātua?
- Yes
- No
- Any comments?

18. Do you have any other comments about how your organisation approaches relationships with Tangata Whenua, Mana Whenua or diversity?

19. Do you have any other comments about your answers or this survey?

Appendix C: The number of respondents who skipped questions

Question 4	Please complete for each current member of your Board/Governing Body (where possible) [age, ethnicity, gender]	1 person skipped this question
Question 5	Do you have any Board members who are appointed to represent a specific constituency or stakeholder group (e.g. youth, rural, new migrants)?	3 people skipped this question
Question 6	How many of your current Board members openly identify as lesbian, gay or part of the LGBTQ+ community?	1 person skipped this question
Question 7	How many of your current Board members identify as a person with disabilities?	1 person skipped this question
Question 8	Please complete for each current staff member (where possible) [age, ethnicity, gender]	5 people skipped this question
Question 9	How many of your current staff members openly identify as lesbian, gay or part of the LGBTQ+ community?	2 people skipped this question
Question 10	How many of your current staff members identify as a person with disabilities?	2 people skipped this question
Question 11	Do you have explicit policy or strategy guiding your organisation's approach to staff diversity?	6 people skipped this question
Question 12	Do you have explicit policy or strategy guiding your organisation's approach to Board diversity?	3 people skipped this question
Question 13	Do you have explicit policy or strategy guiding your organisation's relationships with Tangata Whenua, Mana Whenua and/or Kaumātua?	2 people skipped this question
Question 14	Do you have explicit policy or strategy guiding your grantmaking to support Māori organisations?	4 people skipped this question
Question 15	If you answered yes to question 11, 12, 13, or 14 would you be happy to share	19 people skipped this question

	those documents with Philanthropy NZ and other grantmakers?	
Question 16	Do you have identified staff with responsibility for relationship building with Māori or ethnic communities?	3 people skipped this question
Question 17	Does your organisation have a formal relationship with a Kaumātua?	3 people skipped this question
Question 18	Do you have any other comments about how your organisation approaches relationships with Tangata Whenua, Mana Whenua or diversity?	20 people skipped this question
Question 19	Do you have any other comments about your answers or this survey?	27 people skipped this question