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New Zealand Defence Force  
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New Zealand

OIA-2026-5634

12<sup>th</sup> February 2026

S.E. Shaw  
[fyi-request-33471-b0f32688@requests.fyi.org.nz](mailto:fyi-request-33471-b0f32688@requests.fyi.org.nz)

Dear S.E. Shaw

I refer to your email of 8 January 2026 requesting, under the Official Information Act 1982 (OIA):

*We request information on policy which relates to Diversity, Equity and Inclusion (DEI) within the NZDF either internal or imposed externally by government or another agency. Specifically we request information on policy related to the following areas, both as it is in place now and any changes which have occurred since 2021:*

1. Quotas or targets given based on gender, ethnicity, LGBTQ or any other aspect of diversity in the following areas:
  - a. Recruitment,
  - b. Officer Selection Board offers,
  - c. Officer Cadet School graduates,
  - d. Commanding Officer positions,
  - e. Command and Staff college positions,
  - f. Promotions,
  - g. Diversity targets in any other area.
2. What training are NZDF service members and civilians required to undergo relating to DEI?
3. What measures has the NZDF put in place to meet the Public Service Commission's DEI plan 2024 and 2025 (2-year)?
4. What initiatives are in place related to the inclusion of the LGBTQ community?
5. What other DEI initiatives are in place not included above?

The New Zealand Defence Force (NZDF) holds no policy that mandates or authorises quotas or fixed numerical targets based on gender, ethnicity, sexual orientation, gender identity, or any other personal characteristics.

All selections, appointments, and promotions within NZDF are made in accordance with applicable policy and role requirements, and are not subject to mandated diversity quotas or targets.

The NZDF does not mandate a stand-alone “DEI training” programme. Expectations relating to respectful behaviour, non-discrimination, and professional standards are embedded within existing recruit, induction, leadership, and professional training. Specific diversity, equity, inclusion, or rainbow awareness training that does occur is not centrally mandated and is delivered only at the request of individual units, commands, or business areas, based on local needs and operational context.

The NZDF is not a core Public Service agency or Crown entity and does not have measures in place specifically to implement the Public Service Commission’s DEI Plan 2024–2025.

However, NZDF’s civilian workforce is employed under the Public Service Act 2020 and, where relevant, aligns with applicable public-sector good practice. Where alignment exists, this occurs through existing NZDF systems rather than through direct implementation of the PSC plan.

The NZDF has a range of initiatives and frameworks to support the inclusion and safety of LGBTQ+ personnel. These include a NZDF personnel-led Pride network and partnership with Pride Pledge since 2022.

DEI-related activity is delivered as requested through a combination of organisational development functions, service leadership initiatives, and workforce frameworks, including:

- work in support of the United Nation Empowerment Principles which NZDF adopted in 2020;
- work to reduce civilian gender pay gaps, for example the introduction of the salary starting calculator;
- support for personnel-led networks;
- work to increase the participation of military women across the Forces;
- adhoc work in support of positive workplace culture and social cohesion; and,
- work to support new parents returning to work.

This work contributes to the NZDF’s broader people and culture system and supports operational excellence through the development of safe, cohesive, respectful, and high-performing teams.

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.

Yours sincerely

**GA Motley**

Brigadier

Chief of Staff HQNZDF