

Hon Julie Anne Genter

Minister for Women

Associate Minister of Health
Associate Minister of Transport



24 APR 2018

Paul Gee
gspservices@xtra.co.nz

Dear Paul

Thank you for your email of 26 March in which you shared your experiences and your thoughts regarding the importance of diversity on boards.

I was very sorry to hear of the difficulties you and your family have faced throughout your career as a gasfitter. I agree that safety must be of paramount importance in people's homes, businesses, and community organisations.

I appreciate your support for increased diversity on boards and in other leadership roles. There are many reasons to improve diversity of our boards and leaders. It's good for business. A Westpac-commissioned report last year said getting a 50-50 gender balance in management roles could boost the economy by nearly \$1 billion.¹ Women in decision-making roles also help organisations understand and respond to the needs of all their customers or clients.

I recognise that there are a lot of older men who have valuable skills and experience, and do a great job. But the reality is that many groups in our society, who also have very relevant skills are not well represented on boards. Women, young people and many other groups of society are visibly missing from leadership roles in business and in turn in governance roles.

I want New Zealand to do better. Diversity in board representation is vital for achieving better results and for New Zealand women to realise their leadership potential.

Once again, thank you for taking the time to write and express your concerns.

Sincerely

A handwritten signature in black ink, appearing to read 'Julie A Genter', written over a light blue horizontal line.

Hon Julie Anne Genter
Minister for Women

¹ Deloitte Access Economics (2017) *Westpac New Zealand Diversity Dividend Report*.