New Zealand Health IT Cluster Incorporated (NZHIT)

BOARD DIVERSITY POLICY

Overview

- It is recognised governance best practice that diversity has a positive impact on decision-making processes and the overall performance at the board level, which flows through to the competitive advantage and performance of the organisation.

- In the context of this policy, diversity refers to a mix of gender, skills, age, background, experience, race or culture. In addition, as a national membership organisation, NZHIT will use best endeavours to ensure that its Board provides regional representation and industry experience as a matter of necessity.

Policy

- This policy establishes NZHIT's support of the principles of diversity on its Board and the methods by which it will endeavour to meet these principles whilst ensuring Board members are appointed on merit, so the goals and objectives of the organisation are met on behalf of its members.

Practices

- This diversity policy must consider that the NZHIT constitution provides for six elected Board members (elected by the membership) and up to four co-opted Board members (appointed by a majority of the elected members). Hence, the NZHIT Board will endeavour to achieve a truly diverse board through the following practices.

  o **Review and monitoring:**

    Regular review of the Board's achievement of this diversity policy with appropriate actions put in place where deemed necessary. This is balanced with the need to represent the interests of the membership; the composition of the Board will also balance appointment based on merit, regional requirements, industry experience and the skillsets needed for its strategic and operational objectives to be met.

    Any review of this policy must also be based on governance best practice and evidence-based advice or recommendations from a recognised source such as, but not limited to, the New Zealand Institute of Directors.

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o **Election processes:**

An important purpose of this policy is to demonstrate the importance that NZHIT places on diversity and provide leadership to its members and the sector. By doing this, it is expected that nominations for the Board elections will be received that represent a diverse mix of the membership, which then provides the membership with a wider choice when casting their votes.

As such, during election processes, the NZHIT Board will encourage voting members to consider the needs of the organisation, make them aware of this diversity policy and the important part members play in achieving a balanced mix of Board representation, so selection decisions are made on an informed basis.

o **Appointment processes:**

The elected Board members will apply the principles of this diversity policy when identifying suitably qualified people to invite onto the NZHIT Board. The elected Board members will review the composition of the Board at all times when there is a vacancy for a co-opted member and will make every endeavour to make appointments that achieve the required balance.

o **Collective responsibility:**

All members of the NZHIT Board (elected and co-opted) are responsible for the application of this policy. At any time, an individual or sub-group of the Board can highlight potential areas of concern in relation to this policy and make recommendations and/or a motion moved accordingly.

Where a vote occurs due to a motion being moved, the Board's voting processes will be governed by NZHIT's constitution. This requires that only the elected Board members can cast a vote and a majority is required to pass the motion.

o **Membership polling:**

To ensure that the interests of the membership are considered the Board may decide to gather feedback from members through a variety of informal (i.e. general discussions) and formal means (i.e. surveys). This feedback is to be considered when determining the ideal balance of Board representation and when endeavouring to achieve this policy.

Policy owner: NZHIT Chair
Established: 20 August 2018
Formal review period: Annual
Date of next review: 20 August 2019
Signature of Chair following review: _____, date: _____

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Policy review

- The NZHIT Board will formally review this policy on an annual basis in conjunction with planning for the yearly Board election process. However, the policy can be reviewed at any time during the course of the Board's general business.

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Established: 20 August 2018
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Signature of Chair following review: _____, date: _____